Ontario

Number 33
(Revised)

Compensation Statistics, 1982-83

November, 1983

Education Relations Commission
Ontario

COMPENSATION STATISTICS, 1982-83

This monograph has been prepared by the Education Relations Commission as one of the services to parties involved in negotiations as outlined in the *School Boards and Teachers Collective Negotiations Act*.

The purpose of this publication is:

> to provide information in a neutral capacity by assisting the parties during various stages of the negotiation process.

The contents of this monograph reflect a consolidation of information from three data sources:

- 1982-83 written collective agreements;
- 1983 June Board Report (Ministry of Education); and
- Teacher Placement: Grid Distribution of Ontario Teachers, Total Staff and Enrolment January 31, 1983 (Education Relations Commission).

"Compensation Statistics, 1982-83" is available to the parties and others expressing an interest on a request basis.

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Education Relations Commission
Ontario

PUBLICATIONS ISSUED BY THE EDUCATION RELATIONS COMMISSION
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1982-83	Teacher/Board	Collective	Agreements:	Individual	Summaries
1983-84	Teacher/Board	Collective	Agreements:	Individual	Summaries
1983-84	Teacher/Board	Collective	Agreements:	A Provincial	Overview

Monograph Series

(1981-82)	No. 22	Compensation Statistics, 1980-81
	No. 23	Weighted On-Grid Average Salaries, 1980-81 & 1981-82
	No. 24	Pupil-Teacher Ratios, 1976-81
	No. 25	Insured Benefit Plans and Retirement Gratuities, 1981-82
(1982-83)	No. 26	Historical Analysis of Collective Agreements, 1975-76 to 1981-82
	No. 27	Interest Arbitration: An Examination of the Process and Awards under the ***School Boards and Teachers Collective Negotiations Act***, 1975-76 to 1981-82
	No. 28	Compensation Statistics, 1981-82
	No. 29	Leave Provisions: 1975-76, 1978-79, 1981-82
	No. 30	Pupil-Teacher Ratios, 1976-1982
	No. 31	Weighted On-Grid Average Salaries, 1981-82 & 1982-83
	No. 32	Insured Benefit Plans and Retirement Gratuities, 1982-83
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	No. 22	Pupil Teacher Ratio Provisions, 1981-82
(1982-83)	No. 23	Class Size Provisions, 1982-83
(1983-84)	No. 24	Surplus/Redundancy Provisions related to Positions of Responsibility, 1981-82
	No. 25	Early Retirement Incentive Plan Provisions, 1982-83

Teacher Placement : Grid distributions of Ontario Teacher Total Staff and Enrolment (January 31, 1983)

Grievance Arbitration: Summaries of arbitration decisions arising out of differences between the parties under the ***School Boards and Teachers Collective Negotiations Act***.

INTRODUCTION

"Compensation Statistics 1982-83" contains information in terms of individual negotiating situations for the agreement year (September - August).

This monograph reflects a consolidation of data from three sources:

(i) 1982-83 written collective agreements filed with the Commission as of the date of publication;

(ii) 1983 June Board Report of the Ministry of Education; and

(iii) the results of the Commission survey entitled Data Form A designed to gather: (a) the distribution of teaching staff in terms of their qualifications and experience for those paid in accordance with the teachers' salary grid (as published in Teacher Placement: Grid Distribution of Ontario Teachers, Total Staff and Enrolment - January 31, 1983) and (b) participation of teaching staff in various insured benefits.

INFORMATION SOURCES AND NOTES

Teachers' Salary Grid

The teachers' salary grids employed in the statistics which follow were obtained from the written collective agreements in force during the 1982-83 year (September - August).

Of a total of 200 agreements, 200 or 100% were on file with the Education Relations Commission and available for analysis as of September, 1983.

Table 1 indicates a breakdown by agreement type of the agreements available for analysis.

TABLE 1

1982-83 Agreements Available for Analysis

	Elementary	Secondary	R.C.S.S.
Total number of possible agreements	76	76	48
Number of agreements available for analysis	76	76	48

1. Average salaries reflected in the statistics have been computed by weighting each negotiated salary grid for 1982-83 by the distribution of on-grid staff, the latter data as of January 31, 1983.
2. Split salary grids have been annualized prior to final calculations.
3. Grid distributions employed are expressed in full-time equivalents, correct to one decimal place. Teachers with experience greater than that required to reach Category/Group maximum have been placed at maximum for average salary calculation purposes.
4. On-grid staff include all school board personnel (including principals and vice-principals) employed under a teaching contract and paid their basic salary in accordance with the salary grid established for teachers. Teachers of the trainable mentally retarded are excluded.

Allowances

1. Statistics pertaining to the number of recipients of various allowances and the average dollar amount received per recipient have been obtained from data contained in the Ministry of Education's 1983 June Board Report.
2. The number of recipients is as of April 30 and expressed in full-time equivalents (FTE).
3. School board expenditures in the form of reimbursement for expenses (e.g., travel allowances) were not to have been included in the June Board Report.

Education Relations Commission

4. Cost-of-living allowance should reflect the amount accrued, if not paid, during the 1982-83 agreement year and in some instances, may be an estimate.

5. Allowances, if any, for merit pay and isolation are contained under the column headed "Other".

Off-Grid Salaries

1. Statistics pertaining to the number of off-grid staff and the average salary received have been obtained from the Ministry of Education's 1983 June Board Report.

2. Off-grid staff are defined as school board personnel employed under a teaching contract who are not paid their basic salary in accordance with the teachers' salary grid. Off-grid staff may include: principals, vice-principals, coordinators/consultants, teachers with pre-category qualifications, and others. Teachers (including principals) of the Trainable Mentally Retarded (TMR) are included in the off-grid staff classification.

3. The number of off-grid staff is as of April 30 and expressed in full-time equivalents (FTE).

4. Any allowances paid to off-grid staff were to have been included for average salary purposes in the June Board Report.

Employee Benefits

1. Statistics pertaining to employee benefit expenditures have been obtained from the Ministry of Education's 1983 June Board Report. Those statistics pertaining to participation in employee benefits have been obtained from the Data Form A survey.

2. The school board's expenditure for each benefit is presented as an average per employee (total of the full-time equivalent number of teachers paid in accordance with the teachers' salary grid and off-grid staff) and also as an average per benefit participant.

3. Expenditures for non-specified benefits as well as for Supplemental Unemployment Insurance are indicated under the classification entitled "Other".

4. School board contributions to the Teachers' Superannuation Fund were not to have been included in the June Board Report.

Organization of Compensation Statistics

The compensation statistics which follow are photocopies of computer print-outs. Information related to Boards of Education in both the elementary and secondary panels and R.C.S.S. Boards are presented in separate sections.

Within each section, the compensation information is presented for each available negotiating situation (listed alphabetically). For each situation, the compensation data are contained on five pages according to the following format:

Page 1 (Compensation Overview)

1. Number of On-Grid Staff

2. Average On-Grid Salary

3. Average Years of Experience (Avg. Yrs. Exp.) of On-Grid Staff

   This measure reflects the weighted average years of experience of on-grid staff as of January 31, 1983. It is obtained by multiplying the distribution of on-grid staff at Year 0 times 0, Year 1 times 1,..... Year 14 times 14, summing the results, and dividing this total by the total number of on-grid staff. Teachers with greater than 14 years experience were placed at Year 14. The values for this measure may range form 0.00 to 14.00. Note: In some instances, the distribution of on-grid staff supplied to the Commission was extended only as far as the grid salary maximums and not to year 14.

4. Average Category Placement (Avg. Cat. Plct.) of On-Grid Staff

   This measure reflects the weighted average category placement of on-grid staff as of January 31, 1983. It is obtained by multiplying all on-grid staff in Category D times 1, Category C times 2, ... Category A4/Group 4 times 7, summing the results, and dividing this total by the total number of on-grid staff. For Elementary and R.C.S.S. the value for this measure may range from 1.00 to 7.00; for Secondary from 4.00 to 7.00.

5. Number of Allowance Payments

6. Average Allowance Received

7. Number of Off-Grid Staff

8. Average Off-Grid Salary

9. Average Expenditure (per employee) - Insured Benefits

10. Average Expenditure (per employee) - Other Benefits

11. Average Overall Compensation (per employee)

Page 2 (Allowance Detail: On-Grid Staff)

1. Number of On-Grid Principals

2. Average Allowance Received (Principals)

3. Number of On-Grid Vice-Principals

4. Average Allowance Received (Vice-Principals)

5. Number of Responsibility Allowance Recipients

6. Average Allowance Received (Responsibility)

7. Number of Related and Part-Year Experience Allowance Recipients

8. Average Allowance Received (Related and Part-Year Experience)

9. Number of Degree Allowance Recipients

3. Expenditures for non-specified benefits as well as for Supplemental Unemployment Insurance are indicated under the classification entitled "Other".

4. School board contributions to the Teachers' Superannuation Fund were not to have been included in the June Board Report.

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5. Number of Responsibility Allowance Recipients

6. Average Allowance Received (Responsibility)

7. Number of Related and Part-Year Experience Allowance Recipients

8. Average Allowance Received (Related and Part-Year Experience)

9. Number of Degree Allowance Recipients

10. Average Allowance Received (Degree)
11. Number of Special Education Allowance Recipients
12. Average Allowance Received (Special Education)
13. Number of Cost-of-Living Allowance Recipients
14. Average Allowance Received (Cost-of-Living)
15. Number of Other Allowance Recipients
16. Average Allowance Received (Other)

Page 3 (Salary Detail: Off-Grid Staff)

1. Number of Off-Grid Principals
2. Average Salary (Principals)*
3. Number of Off-Grid Vice-Principals
4. Average Salary (Vice-Principals)*
5. Number of Teachers (including Principals) of the Trainable Mentally Retarded (TMR)
6. Average Salary (Teachers of the TMR)
7. Number of Off-Grid Consultants/Coordinators
8. Average Salary (Consultants/Coordinators)*
9. Number of Teachers with Pre-Category Qualifications
10. Average Salary (Pre-Category Teachers)
11. Number of Other Off-Grid Staff
12. Average Salary (Other)

Page 4 (Employee Benefit Detail)

School Board expenditure per teaching employee:

1. Ontario Health Insurance Plan

* Amount should include any additional allowances paid to these personnel.

2. Extended Health Plan
3. Semi-Private Plan
4. Drug Plan
5. Dental Plan
6. Long-Term Disability Plan
7. Group Insurance Plan
8. Unemployment Insurance
9. Workmen's Compensation
10. Canada Pension Plan
11. Other Benefits
12. Retirement Gratuity in previous year
13. Severance Payment in previous year

Page 5 (Employee Insured Benefit Participation Detail)

1. Number of total teaching staff in full-time equivalents (FTE) =

   Number of the full-time equivalent teachers paid in accordance with the teachers' salary grid + off-grid staff.

Percent* of total teaching staff participating in and school board dollar expenditure per participant for:

2. Ontario Health Insurance Plan (OHIP)
3. Extended Health Plan
4. Drug Plan
5. Dental Plan
6. Long-Term Disability Plan

* Can be in excess of 100% due to part-time teaching staff participating fully in a benefit plan.

7. Group Insurance Plan

Percentage of insured benefit participants having single coverage for:

8. Ontario Health Insurance Plan (OHIP)

9. Extended Health Plan

10. Drug Plan

11. Dental Plan

METHOD OF CALCULATING AVERAGE OVERALL COMPENSATION PER EMPLOYEE

The following formula has been applied in obtaining the average overall compensation per employee:

[(No. of On-Grid Staff x Average on Grid Salary)+ (No. of Allowance Payments x Average Allowance Received)+ (No. of Off-Grid Staff x Average Off-Grid Salary) +(Total School Board Expenditure Insured Benefits + Total School Board Expenditure Other Benefits < excluding Severance Payment and Retirement Gratuity >)]/(No.of Off-Grid Staff + No. of On-Grid Staff).

SOME OTHER CONSIDERATIONS

Readers may also want to be congizant of the following when considering the compensation statistics:

1. Certain of the compensation items while in existence in a particula situation may not be referenced within the written collective agreement.

2. In addition to the qualifications and experience mix, which may influence the average weighted on-grid salary, other factors such as the basis of staff evaluation for Category/Group placement, the manner

in which related experience allowance is treated, and payment on a grid + allowance or separate grid basis may have a bearing on this particular statistic and thus in its comparison from one situation to another.

3. The amount of school board expenditure per employee for insured benefits does not necessarily reflect the level of benefit or quality of a plan.

4. The figures which reflect the percent of single coverage are based upon the number of teaching staff participating in a particular benefit plan and not the total teaching staff.

5. The school board expenditure amount for various benefits may vary from one situation to another even for identical benefits due to staff differences in marital status, age distribution and sex distribution.

6. Depending upon date of settlement, expenditures for benefits may not reflect the full-year equivalent cost to the school board.

7. In some instances, the per employee expenditure indicated under one heading may reflect costs associated with several benefits. For example, expenditures associated with the availability of drug and/or semi-private benefits, may have been consolidated and reported under the heading **EXTENDED HEALTH.**

8. In addition to merit and isolation, the "Other" allowances category may include the following: principal's relief, oral French, acting principal, principal's

assistant, religious education, housing, administrative assistant, central office secondment, itinerant teaching and resource teachers.

9. For Durham Elementary and Secondary, expenditures for the dental plan are contained within that for extended health.

COMPENSATION STATISTICS - ELEMENTARY

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
ELEMENTARY												
	ATIKOKAN E	29.5	31064	11.39	4.92	10.0	845	4.0	43214	1086	777	34630
	BRANT E	498.2	30851	10.56	5.15	98.0	970	55.0	39407	677	814	33364
	BRUCE E	343.9	29506	10.60	4.75	123.2	2621	5.5	30631	883	918	32248
	CARLETON E	1133.2	32864	10.72	5.02	280.8	1299	80.0	44787	779	895	35626
	CENTRAL ALGOMA	84.5	33571	11.80	5.08	37.0	2072	2.0	31166	1494	931	36826
	CHAPLEAU E	13.3	30940	10.20	4.89	6.0	955	2.0	37852	1067	1028	34313
	C.IROQ.FALLS E	82.4	31053	9.97	5.07	10.0	5072	4.5	27144	835	947	33217
	DRYDEN E	155.5	32359	9.66	4.93	44.5	2466	4.0	30506	1140	827	34968
	DUFFERIN E	229.1	27755	8.93	4.78	56.8	1228	16.0	43127	423	836	30302
	DURHAM E	1342.7	29509	9.90	4.50	301.5	1091	98.5	40715	868	839	32209
	E.PARRY SOUND	143.2	30788	11.84	4.94	27.0	4337	5.0	27511	1486	923	33877
	EAST YORK E	380.3	32791	10.16	5.34	160.0	968	38.0	47257	680	868	36024
	ELGIN COUNTY E	391.3	28943	10.22	4.71	33.0	2253	33.0	41756	646	1000	31761
	ESPANOLA E	65.3	30164	10.10	4.47	28.5	876	6.0	40546	760	442	32590
	ESSEX COUNTY E	440.0	32496	10.11	5.31	75.0	1059	41.0	40035	1039	339	34682
	ETOBICOKE E	994.0	33863	12.41	5.06	282.0	1340	108.0	46700	700	894	37058
	FT FR-RAINY R	118.6	30771	10.40	4.77	18.0	5213	1.0	26710	942	1103	33566
	FRONTENAC CTY	517.0	30923	10.32	4.81	107.4	1324	70.0	36740	669	910	33439
	GERALDTON E	35.8	31260	8.62	5.20	4.3	3672	2.0	33530	1007	1022	33827
	GREY CTY E	459.6	29962	10.77	4.77	68.5	4887	8.0	25674	660	930	32194
	HALDIMAND E	209.4	30147	9.82	4.78	59.0	2974	6.7	29217	695	825	32450
	HALIBURTON CTY	72.4	32049	12.25	4.56	15.0	2903	1.7	20984	492	784	33658
	HALTON E	1190.3	31756	10.12	5.03	61.0	1573	121.0	43690	541	1056	34526
	HAMILTON E	1244.8	31724	10.99	4.97	290.6	882	130.0	40039	636	879	34212
	HASTINGS CTY E	532.8	29698	11.79	4.35	93.0	1785	69.3	38229	545	803	32303
	HEARST E	20.0	26661	8.13	4.60	2.0	6943	1.0	18315	1132	864	28921
	HORNEPAYNE E	12.0	28301	6.25	4.17	1.0	2050	1.0	46480	974	940	31772
	HURON CTY E	349.5	31916	11.21	4.81	97.1	2689	9.0	34709	743	933	34390
	KAPUSKASING E	38.5	31196	8.84	5.43	10.0	2158	2.0	20822	1575	2066	34858
	KENORA E	110.3	32151	10.92	4.77	18.0	3423	4.0	37603	744	667	34292
	KENT CTY E	491.5	31056	10.04	5.07	124.0	1179	47.2	41423	925	908	34069
	KIRKLAND LAKE	67.8	32494	11.51	5.14	39.0	2423	6.0	35240	1215	798	36011
	LAKEHEAD E	564.9	33373	10.90	5.31	190.0	794	57.0	42719	1062	850	36384
	LAKE SUPERIOR	54.8	31611	10.25	4.87	8.0	4553	1.0	24563	474	1026	33637
	LAMBTON CTY E	593.1	29711	10.79	4.65	151.0	881	53.0	40754	833	935	32590
	LANARK CTY E	243.2	29737	10.73	4.34	24.0	2058	29.3	39423	610	701	32270
	LEEDS,GREN E	430.7	30199	11.17	4.39	83.0	1124	49.0	39076	644	942	32856
	LENNOX,ADD. E	243.1	29275	11.15	4.50	35.0	4589	9.0	33576	532	876	31473
	LINCOLN CTY E	831.6	33675	11.78	5.11	215.0	3564	24.0	33864	1091	797	36464
	LONDON E	1105.3	32056	11.23	5.12	68.7	1726	147.0	40663	973	822	34956
	MANITOULIN E	52.4	27805	11.49	3.70	9.0	3531	2.0	24899	1234	679	30195
	MICHIPICOTEN E	20.0	33224	13.30	4.40	1.0	2100	1.0	48390	1126	908	36080

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
	MIDDLESEX CTY	383.0	30585	10.16	4.93	69.0	4600	7.5	30373	857	985	33157
	MUSKOKA E	250.3	29632	10.85	4.91	66.0	3123	5.0	34868	586	1019	32147
	NIAGARA SO.E	832.3	32997	12.26	4.99	94.5	7325	23.1	29693	1248	874	35838
	NIP-RED ROCK E	34.4	30744	9.93	4.58	17.4	1361	1.0	34820	945	995	33467
	NIPISSING E	259.0	32574	11.67	5.12	69.2	2789	9.2	28825	1117	1057	35338
	NORFOLK CTY E	263.3	29302	10.77	4.42	78.2	1740	22.4	39667	986	901	32478
	NORTH SHORE E	131.2	30307	8.55	4.95	146.3	1080	4.0	28824	1056	696	33184
	NORTHUMBERLAND	538.4	30442	10.79	4.62	26.0	3300	61.0	41420	602	925	33229
	NORTH YORK E	1923.2	33499	11.95	5.06	457.0	1494	167.8	48830	675	845	36576
	OTTAWA E	1055.9	31196	11.00	4.82	269.9	831	112.0	40379	654	762	33685
	OXFORD CTY E	456.8	29139	10.35	4.67	44.2	2633	46.0	38794	741	824	31820
	PEEL E	2395.3	32449	9.75	5.06	197.1	1323	234.4	46265	1059	875	35713
	PERTH CTY E	347.3	28634	9.83	4.82	111.2	1112	30.5	45403	385	725	31425
	PETERBOROUGH E	506.1	30972	11.35	4.59	77.0	4484	13.0	26681	700	1056	33286
	PRES,RUSSELL E	75.1	28120	8.48	4.78	6.8	793	19.0	35926	1005	745	31503
	PRINCE EDWARD	115.0	28761	11.77	4.13	12.0	1768	11.8	40615	529	974	31467
	RED LAKE E	51.0	30803	10.26	4.60	5.0	5040	1.0	25700	610	1258	33056
	RENFREW E	367.3	31959	11.14	5.07	85.0	2733	12.4	28773	505	706	33678
	S.S.MARIE E	421.1	32809	11.70	5.56	204.0	1811	9.5	32346	1363	1001	36020
	SCARBOROUGH E	2353.5	32410	10.67	5.04	613.0	1058	204.0	48062	690	1151	35753
	SIMCOE CTY E	1227.6	31235	10.33	4.84	135.0	2092	105.0	43459	698	796	33903
	S,D,GLENGARRY	352.5	30606	11.25	4.49	150.2	2717	29.4	29331	596	923	33095
	SUDBURY E	516.7	30775	11.82	4.63	87.0	1441	60.0	41104	994	927	33987
	TIMISKAMING E	148.5	30621	10.59	4.58	32.5	4235	4.0	32196	1050	955	33578
	TIMMINS E	168.5	30330	10.14	4.65	31.5	1049	22.6	39733	1403	622	33640
	TORONTO E	2370.0	33755	12.18	5.14	1090.0	956	198.0	46881	585	961	36719
	VICTORIA C E	282.9	28009	10.06	4.07	86.0	1018	24.0	39939	580	711	30518
	WATERLOO CTY E	1507.1	32811	9.65	5.38	192.2	1292	152.3	43920	751	991	35722
	WELLINGTON CTY	683.6	30875	10.43	4.88	248.7	2660	12.6	31463	754	773	33362
	WENTWORTH CTY	544.8	31329	10.86	4.81	154.0	3394	5.0	27839	755	1095	34098
	W.PARRY SOUND	109.1	30801	9.95	4.90	16.0	1888	13.0	40936	769	831	33672
	WINDSOR E	653.0	35302	11.39	5.60	136.0	613	98.0	42931	1182	937	38528
	YORK CITY E	474.5	33913	10.81	5.50	150.0	1204	50.0	47124	736	845	37098
	YORK REG E	1292.3	30609	9.71	4.81	529.5	1191	102.4	43255	701	893	33584
# OF CASES	76											
—	SUMMARY	39026.4	31762	10.9	4.9	9053.3	1163	3224.8	42422	786	898	34616

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES																	
		PRINCIPALS		VICE PRINCIPALS		RESPONSIBILITY		RELATED AND PART-YEAR		DEGREE		SPECIAL EDUCATION		COST OF LIVING*		OTHER	
		NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
ELEMENTARY	ATIKOKAN E	0.0	0	0.0	0	2.0	1425	0.0	0	0.0	700	0.0	0	0.0	0	0.0	0
	BRANT E	0.0	0	6.0	2964	4.0	2896	38.0	775	50.0	725	0.0	0	0.0	0	0.0	0
	BRUCE E	24.0	7956	18.0	2962	7.3	5764	0.0	0	6.0	558	54.6	512	0.0	0	13.3	400
	CARLETON E	0.0	0	59.0	3620	0.0	0	141.8	734	26.0	624	50.0	588	0.0	0	4.0	361
	CENTRAL ALGOMA	7.0	6958	6.0	2200	1.0	3674	11.0	700	0.0	0	12.0	288	0.0	0	0.0	0
	CHAPLEAU E	0.0	0	0.0	0	1.0	2100	5.0	726	0.0	0	0.0	0	0.0	0	0.0	0
	C.IROQ.FALLS E	6.0	7277	1.0	4585	3.0	823	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DRYDEN E	13.0	5757	1.0	5457	17.0	1366	11.5	446	2.0	555	0.0	0	0.0	0	3.0	2202
	DUFFERIN E	0.0	0	7.0	3570	3.5	2554	27.3	697	3.0	545	13.0	658	0.0	0	0.0	0
	DURHAM E	0.0	0	47.0	3433	16.5	3583	0.0	0	34.0	665	204.0	421	0.0	0	0.0	0
	E.PARRY SOUND	12.0	7573	2.0	2969	4.0	4195	0.0	0	9.0	391	0.0	0	0.0	0	10.0	1364
	EAST YORK E	0.0	0	0.0	0	93.0	1036	0.0	0	41.0	742	16.0	902	0.0	0	0.0	0
	ELGIN COUNTY E	0.0	0	15.0	3100	6.0	3343	0.0	0	12.0	650	0.0	0	0.0	0	7.5	996
	ESPANOLA E	0.0	0	5.0	1671	1.0	173	12.0	610	1.0	700	2.0	480	0.0	0	2.0	850
	ESSEX COUNTY E	1.0	860	10.0	2205	5.0	1866	29.0	788	24.0	500	4.0	2650	0.0	0	0.0	0
	ETOBICOKE E	0.0	0	0.0	0	164.0	1716	0.0	0	67.0	754	51.0	902	0.0	0	0.0	0
	FT FR-RAINY R	13.0	5849	1.0	3558	2.0	3558	0.0	0	0.0	0	2.0	3558	0.0	0	0.0	0
	FRONTENAC CTY	3.0	2600	31.0	2600	28.0	944	24.4	670	21.0	522	0.0	0	0.0	0	2.0	400
	GERALDTON E	1.0	7411	.5	3300	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	13.0	982
	GREY CTY E	26.0	8487	14.0	4246	8.5	4499	0.0	0	7.0	518	0.0	0	0.0	0	0.0	0
	HALDIMAND E	17.0	7455	4.0	3373	17.0	1530	0.0	0	0.0	0	21.0	439	0.0	0	0.0	0
	HALIBURTON CTY	7.0	4713	2.0	3100	5.0	390	0.0	0	0.0	0	1.0	2400	0.0	0	0.0	0
	HALTON E	0.0	0	0.0	0	21.0	3101	0.0	0	35.0	800	0.0	0	0.0	0	5.0	566
	HAMILTON E	0.0	0	0.0	0	101.0	1487	.5	200	41.1	571	123.5	593	0.0	0	24.5	387
	HASTINGS CTY E	1.0	2700	26.0	3223	0.0	0	57.0	1108	5.0	600	0.0	0	0.0	0	4.0	3350
	HEARST E	1.0	10585	1.0	3300	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HORNEPAYNE E	0.0	0	1.0	2050	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON CTY E	23.0	8000	11.0	3773	4.0	4400	2.0	600	2.5	600	54.6	281	0.0	0	0.0	0
	KAPUSKASING E	3.0	5153	1.0	2600	1.0	300	5.0	643	0.0	0	0.0	0	0.0	0	0.0	0
	KENORA E	9.0	4176	1.0	3810	7.0	2795	0.0	0	1.0	635	0.0	0	0.0	0	0.0	0
	KENT CTY E	0.0	0	19.0	3000	18.0	1694	54.0	721	33.0	600	0.0	0	0.0	0	16.2	731
	KIRKLAND LAKE	6.0	8967	2.0	5900	6.0	2678	7.8	51	0.0	0	1.0	600	0.0	0	56.0	623
	LAKEHEAD E	0.0	0	31.0	2234	21.0	393	0.0	0	81.0	466	1.0	700	0.0	0	0.0	0
	LAKE SUPERIOR	4.0	7253	2.0	3191	2.0	518	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LAMBTON CTY E	0.0	0	12.0	2600	4.0	2600	101.0	704	34.0	600	0.0	0	0.0	0	0.0	0
	LANARK CTY E	1.0	12901	3.0	3253	8.0	2066	0.0	0	12.0	850	0.0	0	0.0	0	0.0	0
	LEEDS,GREN E	0.0	0	12.0	3000	31.0	1074	0.0	0	40.0	600	0.0	0	0.0	0	0.0	0
	LENNOX,ADD. E	17.0	7295	5.0	3587	10.0	1739	1.0	600	2.0	330	0.0	0	0.0	0	0.0	0
	LINCOLN CTY E	58.0	7916	27.0	3596	28.0	3137	55.0	519	31.0	640	16.0	4618	0.0	0	0.0	0
	LONDON E	0.0	0	0.0	0	25.0	3432	0.0	0	43.7	750	0.0	0	0.0	0	0.0	0
	MANITOULIN E	5.0	5455	2.0	1582	0.0	0	2.0	669	0.0	0	0.0	0	0.0	0	0.0	0
	MICHIPICOTEN E	0.0	0	1.0	2100	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0

* TO INCLUDE LUMP SUM PAYMENTS

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING* NO.	COST OF LIVING* AVG.$	OTHER NO.	OTHER AVG.$
	MIDDLESEX CTY	29.0	7800	16.0	2813	12.0	3283	0.0	0	12.0	567	0.0	0	0.0	0	0.0	0
	MUSKOKA E	17.0	7634	13.0	3380	6.0	1612	19.0	535	5.0	916	0.0	0	0.0	0	4.0	1161
	NIAGARA SO.E	71.0	8075	14.0	3999	9.5	6424	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NIP-RED ROCK E	2.9	6207	0.0	0	4.0	850	0.0	0	0.0	0	0.0	0	0.0	0	10.5	218
	NIPISSING E	20.0	7182	6.0	3031	7.5	2872	0.0	0	1.0	100	10.0	460	0.0	0	24.7	200
	NORFOLK CTY E	6.0	5440	10.0	3379	9.2	2320	2.0	2000	11.0	500	32.0	368	0.0	0	0.0	0
	NORTH SHORE E	8.0	7203	4.0	3000	2.0	800	0.0	0	1.0	650	0.0	0	131.3	655	0.0	0
	NORTHUMBERLAND	0.0	0	10.0	3300	8.0	3300	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH YORK E	0.0	0	0.0	0	340.0	1708	0.0	0	61.0	734	30.5	902	0.0	0	25.5	1164
	OTTAWA E	0.0	0	0.0	0	30.0	3051	0.0	0	21.0	484	218.9	560	0.0	0	0.0	0
	OXFORD CTY E	4.0	5771	12.0	3325	13.2	3206	0.0	0	15.0	738	0.0	0	0.0	0	0.0	0
	PEEL E	0.0	0	0.0	0	73.0	2839	0.0	0	73.7	364	48.4	435	0.0	0	2.0	2825
	PERTH CTY E	0.0	0	7.0	3500	27.0	433	28.0	1073	4.0	662	39.0	844	0.0	0	6.2	3528
	PETERBOROUGH E	36.0	7022	17.0	3110	20.0	1925	0.0	0	4.0	288	0.0	0	0.0	0	0.0	0
	PRES.RUSSELL E	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	5.0	528	0.0	0	1.0	2332
	PRINCE EDWARD	0.0	0	4.0	3294	6.0	1006	0.0	0	0.0	0	2.0	1000	0.0	0	0.0	0
	RED LAKE E	3.0	7200	0.0	0	2.0	1800	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	RENFREW E	30.0	5587	6.0	3059	31.0	1008	7.0	927	6.0	550	0.0	0	0.0	0	5.0	1067
	S.S.MARIE E	34.0	6344	23.0	1891	14.0	2297	84.0	583	16.0	732	0.0	0	0.0	0	33.0	528
	SCARBOROUGH E	0.0	0	0.0	0	314.0	1277	0.0	0	213.0	735	53.0	902	0.0	0	33.0	1330
	SIMCOE CTY E	1.0	5300	55.0	3284	38.0	1582	0.0	0	36.0	715	0.0	0	0.0	0	5.0	2085
	S.D.GLENGARRY	34.0	7882	5.0	5621	11.9	3262	42.7	781	2.0	495	45.0	548	0.0	0	9.6	1477
	SUDBURY E	0.0	0	15.0	2860	30.0	2310	1.0	400	41.0	312	0.0	0	0.0	0	0.0	0
	TIMISKAMING E	15.0	6851	3.0	5350	1.5	6013	13.0	1101	0.0	0	0.0	0	0.0	0	0.0	0
	TIMMINS E	0.0	0	2.0	3600	6.5	2993	23.0	270	0.0	0	0.0	0	0.0	0	0.0	0
	TORONTO E	0.0	0	0.0	0	350.0	998	302.0	810	259.0	727	66.0	902	0.0	0	113.0	1768
	VICTORIA C E	0.0	0	15.0	2936	10.0	724	40.0	634	10.0	476	11.0	560	0.0	0	0.0	0
	WATERLOO CTY E	0.0	0	0.0	0	49.0	3476	9.5	376	132.7	556	0.0	0	0.0	0	1.0	659
	WELLINGTON CTY	46.0	8770	19.0	3481	13.0	3623	84.4	1251	17.0	948	39.3	452	0.0	0	30.0	183
	WENTWORTH CTY	35.0	9400	10.0	3800	55.0	2058	0.0	0	12.0	731	39.0	831	0.0	0	3.0	433
	W.PARRY SOUND	0.0	0	1.0	4000	11.0	836	0.0	0	3.0	800	0.0	0	0.0	0	1.0	1000
	WINDSOR E	0.0	0	0.0	0	0.0	0	4.0	250	108.0	664	7.0	457	0.0	0	17.0	439
	YORK CITY E	0.0	0	0.0	0	77.0	1424	0.0	0	52.0	910	13.0	850	0.0	0	8.0	1563
	YORK REG E	0.0	0	21.0	3214	146.0	1777	268.5	747	29.0	643	47.0	820	0.0	0	18.0	2548
# OF CASES	76																
	SUMMARY	650.7	7454	690.5	3190	2405.1	1720	1513.4	766	1817.7	652	1333.6	657	131.3	655	511.0	1095

* TO INCLUDE LUMP SUM PAYMENTS

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

		TYPE OF OFF-GRID SALARY											
		PRINCIPALS		VICE PRINCIPALS		TEACHERS OF THR		COORDINATORS CONSULTANTS		TEACHERS WITH PRE-CATEGORY QUALIFICATIONS		OTHER OFF-GRID TEACHERS	
AGREEMENT TYPE	BOARD NAME	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
ELEMENTARY													
	ATIKOKAN E	4.0	43214	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	BRANT E	39.0	44410	0.0	0	16.0	27214	0.0	0	0.0	0	0.0	0
	BRUCE E	0.0	0	0.0	0	5.5	30631	0.0	0	0.0	0	0.0	0
	CARLETON E	56.0	48951	0.0	0	21.0	33543	2.0	44247	0.0	0	1.0	48863
	CENTRAL ALGOMA	0.0	0	0.0	0	2.0	31166	0.0	0	0.0	0	0.0	0
	CHAPLEAU E	1.0	41248	0.0	0	1.0	34464	0.0	0	0.0	0	0.0	0
	C.IROQ.FALLS E	0.0	0	0.0	0	4.5	27144	0.0	0	0.0	0	0.0	0
	DRYDEN E	0.0	0	0.0	0	4.0	30586	0.0	0	0.0	0	0.0	0
	DUFFERIN E	10.0	47480	0.0	0	4.0	29776	2.0	48069	0.0	0	0.0	0
	DURHAM E	70.0	46177	0.0	0	28.5	27302	3.0	0	0.0	0	0.0	0
	E.PARRY SOUND	0.0	0	0.0	0	5.0	27511	0.0	0	0.0	0	0.0	0
	EAST YORK E	19.0	49913	13.0	43072	0.0	0	6.0	47920	0.0	0	0.0	0
	ELGIN COUNTY E	24.0	46250	0.0	0	9.0	29774	0.0	0	0.0	0	0.0	0
	ESPANOLA E	5.0	43016	0.0	0	1.0	28200	0.0	0	0.0	0	0.0	0
	ESSEX COUNTY E	27.0	45642	0.0	0	14.0	29224	0.0	0	0.0	0	0.0	0
	ETOBICOKE E	59.0	49767	47.0	42830	0.0	0	2.0	47174	0.0	0	0.0	0
	FT FR-RAINY R	0.0	0	0.0	0	1.0	26710	0.0	0	0.0	0	0.0	0
	FRONTENAC CTY	35.5	44622	.5	42488	34.0	28426	0.0	0	0.0	0	0.0	0
	GERALDTON E	0.0	0	0.0	0	2.0	33530	0.0	0	0.0	0	0.0	0
	GREY CTY E	0.0	0	0.0	0	8.0	25674	0.0	0	0.0	0	0.0	0
	HALDIMAND E	0.0	0	0.0	0	6.7	29217	0.0	0	0.0	0	0.0	0
	HALIBURTON CTY	0.0	0	0.0	0	1.0	19480	.7	23131	0.0	0	0.0	0
	HALTON E	68.0	48011	32.0	42056	16.0	27781	5.0	46306	0.0	0	0.0	0
	HAMILTON E	69.0	46778	13.0	41295	48.0	30011	0.0	0	0.0	0	0.0	0
	HASTINGS CTY E	39.0	45280	0.0	0	27.3	27462	1.0	43094	0.0	0	2.0	45290
	HEARST E	0.0	0	0.0	0	1.0	18315	0.0	0	0.0	0	0.0	0
	HORNEPAYNE E	1.0	46480	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON CTY E	0.0	0	0.0	0	9.0	34709	0.0	0	0.0	0	0.0	0
	KAPUSKASING E	0.0	0	0.0	0	2.0	20822	0.0	0	0.0	0	0.0	0
	KENORA E	0.0	0	0.0	0	3.0	34638	1.0	46500	0.0	0	0.0	0
	KENT CTY E	27.4	48060	0.0	0	19.3	31778	.5	50020	0.0	0	0.0	0
	KIRKLAND LAKE	0.0	0	0.0	0	6.0	35240	0.0	0	0.0	0	0.0	0
	LAKEHEAD E	46.0	45304	0.0	0	10.0	30607	1.0	44970	0.0	0	0.0	0
	LAKE SUPERIOR	0.0	0	0.0	0	1.0	24563	0.0	0	0.0	0	0.0	0
	LAMBTON CTY E	44.0	44086	0.0	0	9.0	24466	0.0	0	0.0	0	0.0	0
	LANARK CTY E	14.0	49375	0.0	0	15.3	30317	0.0	0	0.0	0	0.0	0
	LEEDS,GREN E	36.0	43778	0.0	0	13.0	26054	0.0	0	0.0	0	0.0	0
	LENNOX,ADD. E	.5	54406	.5	47728	8.0	31390	0.0	0	0.0	0	0.0	0
	LINCOLN CTY E	0.0	0	0.0	0	24.0	33864	0.0	0	0.0	0	0.0	0
	LONDON E	54.0	47119	51.0	43327	39.8	27761	3.0	46933	0.0	0	0.0	0
	MANITOULIN E	0.0	0	0.0	0	2.0	24899	0.0	0	0.0	0	0.0	0
	MICHIPICOTEN E	1.0	48390	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	MIDDLESEX CTY	0.0	0	0.0	0	7.0	28976	0.0	0	0.0	0	.5	49944
	MUSKOKA E	0.0	0	0.0	0	5.0	34868	0.0	0	0.0	0	0.0	0

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPE OF OFF-GRID SALARY: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	TEACHERS OF THR NO.	TEACHERS OF THR AVG.$	COORDINATORS CONSULTANTS NO.	COORDINATORS CONSULTANTS AVG.$	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS NO.	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS AVG.$	OTHER OFF-GRID TEACHERS NO.	OTHER OFF-GRID TEACHERS AVG.$
	NIAGARA SO.E	0.0	0	0.0	0	23.1	29693	0.0	0	0.0	0	0.0	0
	NIP-RED ROCK E	0.0	0	0.0	0	1.0	34820	0.0	0	0.0	0	0.0	0
	NIPISSING E	0.0	0	0.0	0	9.2	28825	0.0	0	0.0	0	0.0	0
	NORFOLK CTY E	16.0	43823	0.0	0	6.4	29280	0.0	0	0.0	0	0.0	0
	NORTH SHORE E	0.0	0	0.0	0	4.0	28824	0.0	0	0.0	0	0.0	0
	NORTHUMBERLAND	44.2	45220	0.0	0	14.4	28658	1.8	48025	0.0	0	.6	48025
	NORTH YORK E	115.0	50542	42.0	44073	0.0	0	10.0	49137	0.0	0	.8	46701
	OTTAWA E	54.0	46654	20.0	39956	37.0	31487	0.0	0	0.0	0	1.0	39072
	OXFORD CTY E	33.0	44178	0.0	0	13.0	25127	0.0	0	0.0	0	0.0	0
	PEEL E	121.9	53137	62.0	45169	45.5	29076	5.0	48746	0.0	0	0.0	0
	PERTH CTY E	24.0	47519	0.0	0	6.5	37592	0.0	0	0.0	0	0.0	0
	PETERBOROUGH E	0.0	0	0.0	0	13.0	26681	0.0	0	0.0	0	0.0	0
	PRES,RUSSELL E	5.0	43531	1.0	37807	13.0	32856	0.0	0	0.0	0	0.0	0
	PRINCE EDWARD	8.0	43265	0.0	0	3.0	33550	0.0	0	0.0	0	0.0	0
	RED LAKE E	0.0	0	0.0	0	1.0	25700	0.0	0	0.0	0	0.0	0
	RENFREW E	0.0	0	0.0	0	12.4	28773	0.0	0	0.0	0	0.0	0
	S.S.MARIE E	0.0	0	0.0	0	9.5	32346	0.0	0	0.0	0	0.0	0
	SCARBOROUGH E	146.0	49854	47.0	42674	0.0	0	3.0	51685	0.0	0	8.0	46865
	SIMCOE CTY E	76.0	48453	0.0	0	29.0	30374	0.0	0	0.0	0	0.0	0
	S.D.GLENGARRY	0.0	0	0.0	0	27.9	29305	0.0	0	0.0	0	1.5	29827
	SUDBURY E	41.0	44843	0.0	0	19.0	33038	0.0	0	0.0	0	0.0	0
	TIMISKAMING E	0.0	0	0.0	0	4.0	32196	0.0	0	0.0	0	0.0	0
	TIMMINS E	10.0	47978	0.0	0	12.6	33191	0.0	0	0.0	0	0.0	0
	TORONTO E	111.0	49277	70.0	42342	0.0	0	17.0	49936	0.0	0	0.0	0
	VICTORIA C E	20.0	43358	0.0	0	4.0	22846	0.0	0	0.0	0	0.0	0
	WATERLOO CTY E	93.0	48137	20.0	43183	34.5	32442	4.0	48500	0.0	0	.8	43961
	WELLINGTON CTY	0.0	0	0.0	0	12.6	31463	0.0	0	0.0	0	0.0	0
	WENTWORTH CTY	0.0	0	0.0	0	5.0	27839	0.0	0	0.0	0	0.0	0
	W.PARRY SOUND	9.0	46577	0.0	0	3.0	21856	1.0	47417	0.0	0	0.0	0
	WINDSOR E	42.0	47857	23.0	43154	22.0	34950	11.0	39616	0.0	0	0.0	0
	YORK BOROUGH E	28.0	49636	15.0	42498	0.0	0	7.0	46989	0.0	0	0.0	0
	YORK REG E	72.5	48445	0.0	0	29.9	30672	0.0	0	0.0	0	0.0	0
# OF CASES		76											
	SUMMARY	1819.0	47855	457.0	43024	848.6	29965	84.0	46983	16.2	44225		

(CONTINUED)

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS											PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
		OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
ELEM	ATIKOKAN E	455	35	48	122	392	0	34	367	64	269	77	362	0
	BRANT E	308	80	0	0	148	0	141	460	66	287	0	129	0
	BRUCE E	370	76	0	0	78	179	179	525	67	306	20	111	0
	CARLETON E	357	52	0	0	228	9	133	506	55	334	0	63	0
	CENTRAL ALGOMA	498	161	0	0	222	343	270	485	66	350	30	0	0
	CHAPLEAU E	488	0	31	104	216	0	228	558	66	383	20	2294	0
	C.IROQ.FALLS E	314	106	0	0	277	0	138	573	57	316	0	284	0
	DRYDEN E	418	133	0	0	239	239	112	489	58	280	0	50	0
	DUFFERIN E	319	76	0	0	0	0	27	468	63	305	0	75	0
	DURHAM E	409	258	0	0	0	0	201	481	0	320	37	110	0
	E.PARRY SOUND	511	146	49	0	234	374	172	534	70	281	39	131	76
	EAST YORK E	282	107	26	0	215	0	50	531	18	318	0	229	0
	ELGIN COUNTY E	337	0	0	0	0	10	299	627	37	336	0	191	0
	ESPANOLA E	326	182	0	0	161	0	92	0	57	385	0	106	0
	ESSEX COUNTY E	422	0	27	156	329	0	104	0	0	316	23	66	0
	ETOBICOKE E	298	116	31	0	208	0	46	521	42	328	3	142	5
	FT FR-RAINY R	484	181	0	0	189	0	87	669	45	331	59	0	0
	FRONTENAC CTY	360	93	22	0	107	0	88	519	56	320	16	115	0
	GERALDTON E	263	117	0	0	310	178	138	631	64	327	0	0	0
	GREY CTY E	376	107	0	0	62	0	115	605	24	301	0	102	0
	HALDIMAND E	335	101	13	0	202	0	44	468	63	294	0	197	0
	HALIBURTON CTY	402	81	0	0	0	0	8	426	66	293	0	0	0
	HALTON E	289	77	0	0	129	0	44	610	70	375	0	238	0
	HAMILTON E	403	104	14	0	0	0	115	506	62	311	0	240	0
	HASTINGS CTY E	276	65	0	0	79	67	58	454	60	289	0	28	0
	HEARST E	422	0	27	147	302	156	79	476	64	310	14	0	0
	HORNEPAYNE E	460	0	11	97	366	0	41	551	77	312	0	0	0
	HURON CTY E	520	0	27	157	0	0	38	575	65	293	0	324	0
	KAPUSKASING E	326	405	20	0	458	0	163	1463	57	279	0	460	0
	KENORA E	266	292	0	0	166	0	0	388	53	226	0	374	0
	KENT CTY E	451	192	0	0	97	0	185	537	62	309	0	109	0
	KIRKLAND LAKE	402	171	0	0	225	280	138	436	50	311	0	277	0
	LAKEHEAD E	582	123	40	0	233	0	85	477	72	300	0	104	0
	LAKE SUPERIOR	71	123	0	0	186	0	93	544	52	405	26	0	0
	LAMBTON CTY E	317	106	0	0	165	0	245	515	60	361	0	146	0
	LANARK CTY E	358	67	0	0	141	0	44	410	10	281	0	86	0
	LEEDS,GREN E	351	50	0	0	185	0	58	505	63	297	0	140	0
	LEMOX,ADD. E	319	30	0	0	47	79	57	507	61	308	0	37	0
	LINCOLN CTY E	452	225	0	0	245	108	61	473	59	266	0	132	30
	LONDON E	365	154	0	0	236	108	110	510	15	297	0	113	0

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS: OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER	PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
	MANITOULIN E	570	342	0	0	171	0	151	359	59	261	0	164	0
	MICHIPICOTEN E	388	131	0	0	281	232	94	508	79	296	24	0	0
	MIDDLESEX CTY	389	117	0	0	241	0	110	506	48	322	29	32	0
	MUSKOKA E	261	133	0	0	154	0	38	502	63	372	83	207	0
	NIAGARA SO.E	450	220	26	0	280	149	123	529	52	293	0	210	0
	NIP-RED ROCK E	486	82	30	0	268	0	79	573	67	355	0	0	0
	NIPISSING E	446	143	0	0	271	80	177	440	72	317	228	188	0
	NORFOLK CTY E	485	22	22	159	167	0	130	491	74	336	0	137	0
	NORTH SHORE E	290	281	0	0	362	0	123	381	53	262	0	0	0
	NORTHUMBERLAND	0	107	18	0	231	180	67	553	69	303	0	102	0
	NORTH YORK E	289	108	28	0	200	0	50	514	22	309	0	228	74
	OTTAWA E	275	33	0	0	94	143	109	429	21	312	0	247	0
	OXFORD CTY E	323	162	0	0	134	0	122	449	56	320	0	132	0
	PEEL E	448	57	0	0	343	0	210	524	5	346	0	74	0
	PERTH CTY E	314	30	0	0	0	0	41	370	87	268	0	116	0
	PETERBOROUGH E	212	132	18	0	192	0	146	677	71	308	0	180	0
	PRES.RUSSELL E	345	155	24	0	225	135	122	439	50	256	0	0	74
	PRINCE EDWARD	321	81	0	0	92	0	34	620	65	289	0	371	0
	RED LAKE E	342	0	0	0	108	0	149	755	128	351	0	208	0
	RENFREW E	270	61	3	0	74	0	100	396	39	271	0	249	0
	S.S.MARIE E	391	316	0	0	359	172	124	637	42	322	0	187	0
	SCARBOROUGH E	300	123	31	0	188	0	48	726	4	421	0	139	0
	SIMCOE CTY E	340	111	0	0	108	82	57	478	30	288	0	104	0
	S.D.GLENGARRY	378	86	0	0	116	0	15	575	45	269	34	48	0
	SUDBURY E	412	197	25	0	193	0	167	512	68	347	0	135	0
	TIMISKAMING E	446	97	42	0	150	227	89	554	54	347	0	246	0
	TIMMINS E	324	126	30	0	197	200	527	319	51	253	0	134	0
	TORONTO E	252	96	27	0	179	0	31	534	32	396	0	102	0
	VICTORIA C E	310	68	0	0	114	0	88	358	53	300	0	123	0
	WATERLOO CTY E	405	137	0	0	137	0	72	534	45	412	0	79	0
	WELLINGTON CTY	339	149	0	0	201	0	65	423	53	297	0	73	0
	WENTWORTH CTY	348	80	11	0	196	0	121	485	127	467	16	0	0
	W.PARRY SOUND	379	60	0	0	243	0	87	497	61	324	0	1	0
	WINDSOR E	422	236	27	0	200	0	298	522	33	335	46	173	0
	YORK CITY E	342	113	31	0	201	0	49	498	30	317	0	316	12
	YORK REG E	192	80	15	0	224	0	189	540	56	297	0	86	0
#CASES	76													
	SUMMARY	345		130		174	29	108	520	41	331	6		
			(COMBINED)											

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT												PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
			%	$	%	$	%	$	%	$	%	$	%	$				
ELEM	ATIKOKAN E	33.5	77.6	586	68.7	52	65.7	186	65.7	597	89.6	0	77.6	44	19.2	21.7	22.7	22.7
	BRANT E	553.2	71.0	433	70.5	114	0.0	0	72.8	203	88.8	0	87.3	162	30.3	32.1	0.0	29.5
	BRUCE E	349.4	73.6	503	67.3	114	0.0	0	65.8	118	75.3	238	88.2	203	14.8	15.3	0.0	18.3
	CARLETON E	1213.2	77.7	459	79.7	65	0.0	0	88.4	258	102.3	9	105.2	127	25.7	25.4	0.0	21.9
	CENTRAL ALGOMA	86.5	82.1	607	87.9	183	0.0	0	86.7	256	104.0	329	104.0	259	15.5	17.1	0.0	17.3
	CHAPLEAU E	15.3	71.9	679	0.0	0	78.4	132	71.9	301	0.0	0	98.0	232	0.0	0.0	0.0	0.0
	C.IROQ.FALLS E	86.9	66.7	470	85.2	124	0.0	0	84.0	329	101.3	0	110.5	125	25.9	24.3	0.0	23.3
	DRYDEN E	159.5	79.0	529	91.5	145	0.0	0	91.5	262	106.0	225	106.0	105	33.3	28.8	0.0	28.8
	DUFFERIN E	245.1	74.3	430	73.4	103	0.0	0	0.0	0	0.0	0	101.6	27	23.1	22.2	0.0	0.0
	DURHAM E	1441.2	67.9	603	73.9	349	0.0	0	73.9	0	105.8	0	105.8	190	24.9	29.6	0.0	29.6
	E.PARRY SOUND	148.2	72.9	701	85.7	171	0.0	0	85.0	275	99.9	374	101.2	170	12.0	10.2	0.0	11.1
	EAST YORK E	418.3	45.4	621	58.1	184	0.0	0	58.6	367	0.0	0	101.8	49	58.9	47.3	0.0	48.2
	ELGIN COUNTY E	424.3	76.6	440	0.0	0	0.0	0	0.0	0	79.2	13	97.3	307	19.7	0.0	0.0	0.0
	ESPANOLA E	71.3	51.9	628	58.9	309	0.0	0	53.3	301	85.6	0	102.4	90	21.6	21.4	0.0	23.7
	ESSEX COUNTY E	481.0	72.1	585	0.0	0	77.1	203	82.1	401	96.5	0	102.7	101	22.5	0.0	21.0	20.0
	ETOBICOKE E	1102.0	71.6	417	85.0	136	0.0	0	84.8	245	0.0	0	99.7	47	33.8	29.0	0.0	31.3
	FT FR-RAINY R	119.6	85.3	568	81.1	223	0.0	0	77.8	243	0.0	0	101.2	86	18.6	19.6	0.0	22.6
	FRONTENAC CTY	587.0	79.4	453	76.7	121	0.0	0	78.9	136	89.4	0	95.2	93	25.5	24.7	0.0	27.4
	GERALDTON E	37.8	58.2	453	74.1	158	0.0	0	76.7	404	108.5	164	108.5	128	31.8	25.0	0.0	27.6
	GREY CTY E	467.6	80.6	466	70.6	151	0.0	0	65.2	95	82.5	0	92.8	124	17.5	15.2	0.0	15.1
	HALDIMAND E	216.1	74.0	452	72.2	140	0.0	0	79.6	254	0.0	0	100.9	44	28.1	26.3	0.0	24.4
	HALIBURTON CTY	74.1	83.7	481	82.3	99	0.0	0	0.0	0	99.9	0	102.6	8	21.0	21.3	0.0	0.0
	HALTON E	1311.3	67.3	430	78.9	98	0.0	0	79.5	163	0.0	0	89.1	50	29.3	36.5	0.0	29.8
	HAMILTON E	1374.8	73.9	545	73.4	142	0.0	0	0.0	0	0.0	0	97.1	119	30.5	30.1	0.0	0.0
	HASTINGS CTY E	602.1	58.5	472	59.3	109	0.0	0	61.1	129	94.0	71	99.3	58	27.3	29.1	0.0	26.6
	HEARST E	21.0	81.0	521	0.0	0	95.2	154	100.0	302	114.3	136	114.3	69	23.5	0.0	20.0	19.0
	HORNEPAYNE E	13.0	92.3	498	0.0	0	100.0	97	100.0	366	0.0	0	100.0	41	50.0	0.0	46.2	46.2
	HURON CTY E	358.5	85.9	605	0.0	0	83.4	189	0.0	0	103.5	0	98.2	39	13.3	0.0	11.7	0.0
	KAPUSKASING E	46.5	43.0	758	53.8	753	0.0	0	64.5	711	98.9	0	94.6	172	35.0	24.0	0.0	20.0
	KENORA E	114.3	67.4	425	105.0	278	0.0	0	77.0	215	105.0	0	105.0	0	15.6	35.0	0.0	13.6
	KENT CTY E	538.7	77.0	586	78.9	243	0.0	0	78.2	125	0.0	0	106.2	174	18.8	18.1	0.0	18.8
	KIRKLAND LAKE	73.8	73.2	549	82.7	207	0.0	0	79.9	281	103.0	271	104.3	133	13.0	13.1	0.0	15.3
	LAKEHEAD E	621.9	84.1	692	88.8	138	0.0	0	94.4	247	91.7	0	114.0	74	20.1	21.6	0.0	20.8
	LAKE SUPERIOR	55.8	64.5	109	60.9	203	0.0	0	66.3	281	98.6	0	98.6	95	22.2	20.6	0.0	18.9
	LAMBTON CTY E	646.1	67.9	466	69.3	152	0.0	0	76.9	214	0.0	0	108.5	226	21.2	21.0	0.0	19.5
	LANARK CTY E	272.5	71.6	500	75.6	89	0.0	0	74.9	189	79.3	0	93.6	47	14.9	14.6	0.0	14.7
	LEEDS,GREN E	478.7	71.7	490	75.6	66	0.0	0	84.6	219	83.6	0	109.5	53	20.1	21.0	0.0	20.5
	LENNOX,ADD. E	252.1	74.6	427	56.7	54	0.0	0	40.9	115	81.7	97	100.0	57	25.5	25.9	0.0	30.1
	LINCOLN CTY E	855.6	78.8	574	85.9	262	0.0	0	84.3	290	98.2	110	104.1	58	23.9	22.2	0.0	22.6
	LONDON E	1252.3	76.9	474	80.9	190	0.0	0	86.2	274	106.0	102	106.0	103	27.1	27.9	0.0	26.2
	MANITOULIN E	54.4	75.4	757	95.6	358	0.0	0	95.6	179	46.0	0	95.6	157	12.2	13.5	0.0	13.5
	MICHIPICOTEN E	21.0	76.2	509	90.5	145	0.0	0	81.0	347	100.0	232	100.0	94	31.3	26.3	0.0	29.4
	MIDDLESEX CTY	390.5	71.7	543	69.4	169	0.0	0	67.3	357	0.0	0	95.8	114	25.0	25.1	0.0	23.6

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			%	$	%	$	%	$	%	$	%	$	%	$	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
	MUSKOKA E	255.3	72.1	362	88.9	150	0.0	0	69.7	221	102.6	0	106.1	36	16.3	15.4	0.0	23.0
	NIAGARA SO.E	855.4	75.5	596	83.2	264	0.0	0	83.8	334	96.2	155	101.2	122	21.1	19.8	0.0	19.8
	NIP-RED ROCK E	35.4	79.1	615	93.2	88	0.0	0	93.2	287	81.9	0	107.3	74	21.4	18.2	0.0	18.2
	NIPISSING E	268.2	77.9	573	84.3	170	0.0	0	81.7	332	102.5	78	102.5	172	15.3	13.7	0.0	14.2
	NORFOLK CTY E	285.7	79.8	608	86.8	26	0.0	0	87.5	191	90.0	0	103.3	126	23.7	19.8	0.0	19.6
	NORTH SHORE E	135.2	66.6	435	84.3	333	0.0	0	81.4	445	98.4	0	98.4	125	30.0	21.9	0.0	21.8
	NORTHUMBERLAND	599.4	45.9	0	66.2	161	0.0	0	68.9	336	102.9	175	102.9	65	35.6	23.7	0.0	22.8
	NORTH YORK E	2091.0	73.2	395	87.4	123	0.0	0	91.0	220	0.0	0	104.6	47	33.6	28.9	0.0	30.9
	OTTAWA E	1167.9	61.9	444	59.5	56	0.0	0	79.7	118	82.5	173	93.0	117	34.3	39.0	0.0	33.5
	OXFORD CTY E	502.8	74.4	434	79.4	205	0.0	0	80.5	166	91.3	0	100.8	121	24.6	24.8	0.0	28.4
	PEEL E	2629.7	79.7	562	81.8	70	0.0	0	89.5	383	0.0	0	102.2	206	26.5	25.8	0.0	24.1
	PERTH CTY E	377.8	77.8	403	74.9	40	0.0	0	0.0	0	0.0	0	99.5	41	26.2	20.5	0.0	0.0
	PETERBOROUGH E	519.1	73.6	287	70.7	187	0.0	0	80.3	239	66.8	0	78.6	186	17.8	16.1	0.0	16.1
	PRES,RUSSELL E	94.1	52.1	662	60.6	256	0.0	0	63.8	352	88.2	153	88.2	138	32.7	31.6	0.0	28.3
	PRINCE EDWARD	126.0	69.0	465	73.8	110	0.0	0	70.6	130	73.0	0	100.0	34	20.7	19.4	0.0	19.1
	RED LAKE E	53.0	69.8	489	0.0	0	0.0	0	69.8	154	0.0	0	90.6	165	43.2	0.0	0.0	45.9
	RENFREW E	379.7	73.0	371	81.1	75	0.0	0	78.5	95	103.0	0	103.5	97	22.0	21.1	0.0	25.2
	S.S.MARIE E	430.6	70.8	552	86.4	366	0.0	0	80.6	446	103.6	166	103.6	120	19.7	15.3	0.0	16.7
	SCARBOROUGH E	2557.5	69.4	432	82.2	150	0.0	0	80.0	235	0.0	0	103.3	47	34.3	28.9	0.0	30.7
	SIMCOE CTY E	1332.6	70.5	482	79.0	141	0.0	0	74.7	144	84.9	96	86.7	66	24.9	23.3	0.0	25.9
	S.D,GLENGARRY	381.9	78.8	480	69.7	124	0.0	0	85.1	136	91.4	0	105.0	15	18.3	17.3	0.0	17.2
	SUDBURY E	576.7	70.7	583	81.7	241	0.0	0	79.1	244	78.7	0	104.7	159	19.9	17.6	0.0	17.5
	TIMISKAMING E	152.5	73.4	607	78.0	125	0.0	0	81.3	185	95.7	237	95.7	93	15.2	14.3	0.0	28.2
	TIMMINS E	191.1	42.4	764	76.4	165	0.0	0	74.8	263	97.9	204	106.2	496	40.7	22.6	0.0	21.0
	TORONTO E	2568.0	77.2	326	93.2	103	0.0	0	89.5	201	0.0	0	100.2	31	43.4	37.1	0.0	39.3
	VICTORIA C E	306.9	73.3	423	62.9	109	0.0	0	69.4	164	85.7	0	92.2	95	23.6	24.9	0.0	29.1
	WATERLOO CTY E	1659.4	78.6	516	78.6	174	0.0	0	85.1	161	0.0	0	111.1	65	27.8	28.9	0.0	29.2
	WELLINGTON CTY	696.2	69.8	486	76.6	195	0.0	0	79.4	253	85.6	0	101.3	64	23.3	22.9	0.0	22.2
	WENTWORTH CTY	549.8	104.0	335	81.5	98	0.0	0	85.7	228	0.0	0	112.8	107	17.8	24.8	0.0	23.6
	W.PARRY SOUND	122.1	80.3	472	81.9	73	0.0	0	81.9	297	0.0	0	104.0	83	20.4	24.0	0.0	22.0
	WINDSOR E	751.0	75.9	557	80.4	293	0.0	0	81.5	245	0.0	0	102.0	292	27.4	26.2	0.0	25.8
	YORK CITY E	524.5	81.0	422	94.6	119	0.0	0	89.0	226	0.0	0	109.4	45	35.1	33.3	0.0	36.2
	YORK REG E	1394.7	124.5	154	61.2	131	0.0	0	83.8	268	0.0	0	102.6	185	17.6	29.5	0.0	27.3

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COMPENSATION STATISTICS - SECONDARY

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AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE* EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
SECONDARY												
	ATIKOKAN S	25.0	38417	12.68	6.36	12.0	1789	2.0	51272	1517	872	42554
	BRANT CTY S	376.3	34404	11.06	6.36	206.0	1738	16.0	49485	761	933	37626
	BRUCE CTY S	205.9	34592	10.97	6.34	93.6	1897	9.0	49577	1021	905	37971
	CARLETON S	964.3	36595	10.36	6.38	602.2	1698	37.0	50456	885	850	39863
	CENTRAL ALGOMA	49.5	34041	9.06	6.26	32.0	1832	2.0	51566	1335	1027	38222
	CHAPLEAU S	19.1	32251	7.12	6.13	9.0	1331	2.0	49097	1205	1093	36713
	IROQ.FALLS S	112.0	35757	10.32	6.24	65.5	2574	0.0	0	1035	1018	39315
	DRYDEN S	102.0	36598	10.47	6.03	44.0	2506	6.0	51381	1415	888	40743
	DUFFERIN C S	153.0	33718	10.16	6.11	70.0	1672	6.0	47792	513	863	36361
	DURHAM S	1009.3	34745	9.85	6.28	493.8	1648	39.0	48812	1134	931	38110
	E.PARRY SOUND	71.7	35758	11.58	6.09	23.0	2296	3.0	48306	1701	1460	40131
	EAST YORK S	291.6	35747	10.03	6.49	179.0	1259	21.0	47705	797	815	38882
	ELGIN S	265.8	34230	10.56	6.34	127.0	1379	10.0	51140	846	1068	37392
	ESPANOLA S	67.0	36101	11.16	6.37	47.0	1565	2.0	50257	1085	462	39124
	ESSEX CTY S	525.7	36321	10.73	6.45	239.0	1511	20.0	49674	1251	335	39058
	ETOBICOKE S	1016.5	37379	12.16	6.44	554.0	1719	61.0	48890	819	806	40619
	FT FR-RAINY S	79.0	36139	12.00	6.18	36.5	1457	4.0	48612	1172	1145	39698
	FRONTENAC CTY	444.2	35632	10.62	6.38	236.9	1359	22.0	48672	667	806	38491
	GERALDTON S	43.1	34113	9.83	5.72	19.5	2889	3.0	51266	1235	937	38624
	GREY CTY S	309.1	35414	11.17	6.43	170.0	1917	20.0	40612	732	963	38416
	HALDIMAND S	162.9	35482	10.55	6.35	92.0	1677	8.0	49607	915	848	38809
	HALIBURTON S	38.5	36013	10.18	6.26	17.0	1694	1.0	50000	696	980	38773
	HALTON S	1086.0	35664	10.46	6.35	508.0	2056	51.0	49093	874	1000	39059
	HAMILTON S	951.1	37365	12.36	6.38	660.1	1372	41.0	49483	796	876	40451
	HASTINGS CTY S	439.5	35485	11.92	6.22	254.0	1703	24.0	48359	699	862	38646
	HEARST S	58.0	31400	8.72	5.95	24.0	2642	0.0	0	1230	807	34530
	HORNEPAYNE S	8.2	33631	7.29	5.89	0.0	0	1.0	47000	1304	1034	37423
	HURON CTY S	235.5	37101	11.69	6.38	109.5	1894	10.0	50820	802	988	40295
	KAPUSKASING S	104.9	34863	9.77	6.24	60.0	1718	7.0	44233	1538	599	38507
	KENORA S	79.5	38695	12.95	6.26	38.0	1788	2.0	51000	1109	743	41683
	KENT CTY S	402.7	36090	11.39	6.46	212.0	1537	22.4	49036	1086	884	39509
	KIRKLAND LAKE	77.8	35955	12.16	6.13	33.6	1710	3.0	49996	1433	884	39504
	LAKEHEAD S	527.8	38083	11.25	6.45	516.0	715	23.5	50021	1364	855	41480
	LAKE SUPERIOR	56.5	33461	8.10	5.84	36.0	1403	7.0	47600	707	1012	37534
	LAMBTON CTY S	430.6	36611	11.88	6.42	271.0	1298	17.0	50302	1109	1065	40091
	LANARK CTY S	194.5	34878	10.39	6.12	108.5	2095	11.0	49837	801	785	38371
	LEEDS,GREN S	345.7	34781	10.18	6.27	207.0	1319	19.0	50117	949	1021	38299
	LENNOX,ADD.S	165.1	36087	11.27	6.37	65.6	2146	6.0	51052	713	925	39073
	LINCOLN CTY S	678.3	37895	12.27	6.42	406.0	2281	0.0	0	1352	868	41480
	LONDON S	990.6	35767	12.01	6.47	537.2	1615	53.0	47382	1231	882	39300
	MANITOULIN S	46.0	36640	11.72	6.24	21.0	1641	2.0	52660	1423	699	40147
	MICHIPICOTEN S	28.0	34373	9.36	5.75	19.0	1661	3.0	48250	1137	902	38772

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

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AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
	MIDDLESEX CTY	252.1	36121	11.21	6.45	133.0	1908	11.5	49997	892	986	39568
	MUSKOKA S	148.6	34774	11.16	6.26	169.7	1086	3.0	49348	654	1159	38092
	NIAGARA SOUTH	734.0	37000	12.13	6.36	481.0	1238	43.0	49196	1530	907	40879
	NIP-RED ROCK S	30.0	35246	10.22	5.98	18.0	2348	1.0	26232	1055	881	38254
	NIPISSING S	380.0	37122	11.99	6.46	261.9	2209	0.0	0	1362	1098	41104
	NORFOLK CTY S	227.5	35774	11.04	6.32	128.0	1590	10.0	50135	967	884	39087
	NORTH SHORE S	122.6	32822	8.28	6.08	184.7	1104	7.0	51017	1234	716	37329
	NORTHUMBERLAND	418.2	35241	10.40	6.39	215.8	1591	19.5	49832	727	957	38360
	NORTH YORK S	2002.0	37005	11.71	6.41	1132.0	1484	99.2	49138	758	778	39913
	OTTAWA S	1344.4	36731	12.27	6.34	603.0	1827	82.0	47712	723	902	39759
	OXFORD CTY S	327.0	35041	10.53	6.46	174.0	1839	16.0	50339	677	937	38301
	PEEL S	2012.3	36633	10.04	6.44	1132.2	1623	86.0	51188	1117	927	40149
	PERTH S	269.5	36486	11.55	6.40	132.5	1827	12.0	49950	459	764	39142
	PETERBOROUGH S	401.4	37067	12.09	6.44	148.0	1801	15.0	50611	1039	1157	40392
	PRES,RUSSELL S	281.4	34224	9.89	6.27	170.0	1823	11.0	50278	1258	1052	38198
	PRINCE EDWARD	68.5	35603	12.56	5.99	20.0	2037	3.0	49264	714	1032	38491
	RED LAKE S	23.0	33497	7.96	6.04	4.0	3275	0.0	51484	957	1465	36488
	RENFREW CTY S	375.7	34987	11.12	6.24	197.0	1645	17.0	48926	563	744	37723
	S.STE.MARIE S	360.5	36857	12.08	6.49	266.0	1621	14.0	48728	1463	1139	41054
	SCARBOROUGH S	2092.0	36187	10.74	6.41	1118.0	1523	93.0	49495	825	1257	39615
	SIMCOE CTY S	909.7	36532	11.23	6.30	429.0	1836	36.0	51611	867	860	39666
	S,D,GLENGARRY	475.6	36564	11.75	6.28	292.8	1709	22.3	49845	717	1178	40099
	SUDBURY S	744.5	36513	11.36	6.45	438.0	1490	35.0	49290	1148	876	39947
	TIMISKAMING S	140.1	36787	10.95	6.33	66.5	1902	8.0	52950	1227	1029	40770
	TIMMINS S	205.0	34748	10.76	6.10	90.0	2250	9.0	49843	1719	814	38863
	TORONTO S	2214.5	36444	11.33	6.39	1815.5	1271	105.0	48173	739	1013	39722
	VICTORIA S	167.0	35471	11.00	6.39	122.0	1491	6.0	48990	748	797	38536
	WATERLOO CTY S	1092.2	36511	10.47	6.48	560.2	1879	46.0	50045	912	1024	39919
	WELLINGTON S	520.7	35621	10.84	6.39	458.7	1348	19.0	51206	1010	785	39111
	WENTWORTH CTY	389.9	35964	11.02	6.42	232.0	1750	16.0	50391	1070	1400	40003
	W.PARRY SOUND	76.8	36391	11.63	6.22	34.0	1617	4.0	49510	867	926	39514
	WINDSOR S	632.5	35997	12.09	6.48	1095.0	1815	51.0	45553	1456	947	42021
	YORK CITY S	455.5	36484	11.07	6.44	273.0	1484	23.0	48399	812	763	39479
	YORK REG S	950.0	36045	10.75	6.30	659.3	1544	34.7	50239	937	908	39424
# OF CASES	76											
—	SUMMARY	34082.5	36233	11.1	6.4	20710.3	1598	1555.1	49131	957	937	39818

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

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		TYPES OF ALLOWANCES															
		PRINCIPALS		VICE PRINCIPALS		RESPONSIBILITY		RELATED AND PART-YEAR		DEGREE		SPECIAL EDUCATION		COST OF LIVING*		OTHER	
AGREEMENT TYPE	BOARD NAME	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
SECONDARY																	
	ATIKOKAN S	0.0	0	0.0	0	7.0	2450	1.0	1217	4.0	775	0.0	0	0.0	0	0.0	0
	BRANT CTY S	0.0	0	0.0	0	113.0	2483	28.0	1088	65.0	725	0.0	0	0.0	0	0.0	0
	BRUCE CTY S	0.0	0	0.0	0	66.6	2353	0.0	0	20.0	660	0.0	0	0.0	0	7.0	1100
	CARLETON S	0.0	0	0.0	0	236.0	2744	189.2	1398	177.0	623	0.0	0	0.0	0	0.0	0
	CENTRAL ALGOMA	0.0	0	0.0	0	9.0	2882	22.0	1460	1.0	561	0.0	0	0.0	0	0.0	0
	CHAPLEAU S	0.0	0	0.0	0	4.0	1838	4.0	989	1.0	675	0.0	0	0.0	0	0.0	0
	IROQ.FALLS S	2.0	13839	4.0	8167	40.5	2411	0.0	0	11.0	712	8.0	350	0.0	0	0.0	0
	DRYDEN S	0.0	0	0.0	0	25.0	3000	10.5	2698	8.5	816	0.0	0	0.0	0	0.0	0
	DUFFERIN C S	0.0	0	0.0	0	34.0	2702	20.0	734	16.0	655	0.0	0	0.0	0	0.0	0
	DURHAM S	0.0	0	0.0	0	346.5	2067	0.0	0	136.5	685	9.8	398	0.0	0	1.0	400
	E.PARRY SOUND	0.0	0	0.0	0	12.0	3351	3.0	2400	8.0	673	0.0	0	0.0	0	0.0	0
	EAST YORK S	0.0	0	0.0	0	81.0	1940	85.0	742	9.0	265	4.0	684	0.0	0	0.0	0
	ELGIN S	0.0	0	0.0	0	77.0	1954	4.0	500	46.0	495	0.0	0	0.0	0	0.0	0
	ESPANOLA S	0.0	0	0.0	0	24.0	2213	13.0	745	8.0	1000	1.0	2535	0.0	0	1.0	250
	ESSEX CTY S	0.0	0	0.0	0	117.0	2136	43.0	1628	79.0	523	0.0	0	0.0	0	0.0	0
	ETOBICOKE S	0.0	0	0.0	0	321.0	2340	10.0	3022	163.0	763	60.0	778	0.0	0	0.0	0
	FT FR-RAINY S	0.0	0	0.0	0	25.0	1948	0.0	0	11.0	245	.5	3558	0.0	0	0.0	0
	FRONTENAC CTY	0.0	0	0.0	0	119.5	1827	117.4	883	0.0	0	0.0	0	0.0	0	0.0	0
	GERALDTON S	0.0	0	.5	46550	13.0	2197	0.0	0	6.0	750	0.0	0	0.0	0	0.0	0
	GREY CTY S	0.0	0	0.0	0	114.0	2246	8.0	4266	48.0	746	0.0	0	0.0	0	0.0	0
	HALDIMAND S	0.0	0	0.0	0	62.0	2037	5.0	1234	25.0	873	0.0	0	0.0	0	0.0	0
	HALIBURTON S	0.0	0	0.0	0	10.0	2420	1.0	200	4.0	100	0.0	0	0.0	0	2.0	2000
	HALTON S	0.0	0	0.0	0	215.0	3471	77.0	1427	201.0	800	0.0	0	0.0	0	15.0	1831
	HAMILTON S	0.0	0	0.0	0	335.0	2094	39.0	969	147.5	574	134.6	555	0.0	0	4.0	1763
	HASTINGS CTY S	0.0	0	0.0	0	146.0	2123	63.0	1499	45.0	627	0.0	0	0.0	0	0.0	0
	HEARST S	1.0	12163	1.0	7074	11.0	2093	9.0	2239	2.0	500	0.0	0	0.0	0	0.0	0
	HORNEPAYNE S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON CTY S	0.0	0	0.0	0	75.0	2325	0.0	0	34.5	955	0.0	0	0.0	0	0.0	0
	KAPUSKASING S	0.0	0	0.0	0	39.0	1888	21.0	1402	0.0	0	0.0	0	0.0	0	0.0	0
	KENORA S	0.0	0	3.0	4937	18.0	2434	0.0	0	17.0	549	0.0	0	0.0	0	0.0	0
	KENT CTY S	0.0	0	0.0	0	109.0	2226	37.0	1161	66.0	609	0.0	0	0.0	0	0.0	0
	KIRKLAND LAKE	0.0	0	0.0	0	23.0	2189	3.6	574	7.0	718	0.0	0	0.0	0	0.0	0
—	LAKEHEAD S	0.0	0	0.0	0	157.0	1611	252.0	203	74.0	699	33.0	400	0.0	0	0.0	0
	LAKE SUPERIOR	0.0	0	0.0	0	23.0	1626	8.0	1009	5.0	1012	0.0	0	0.0	0	0.0	0
	LAMBTON CTY S	0.0	0	0.0	0	147.0	1823	61.0	807	63.0	550	0.0	0	0.0	0	0.0	0
	LANARK CTY S	0.0	0	0.0	0	59.5	2621	8.0	4818	41.0	802	0.0	0	0.0	0	0.0	0
	LEEDS,GREN S	0.0	0	0.0	0	140.0	1528	25.0	1406	39.0	608	0.0	0	0.0	0	3.0	100
	LENNOX,ADD.S	0.0	0	0.0	0	44.8	2852	0.0	0	20.8	625	0.0	0	0.0	0	0.0	0
	LINCOLN CTY S	13.0	12405	15.0	6865	240.0	2265	50.0	947	86.0	699	2.0	5389	0.0	0	0.0	0
	LONDON S	0.0	0	0.0	0	382.0	1960	0.0	0	154.2	764	0.0	0	0.0	0	1.0	1200
—	MANITOULIN S	0.0	0	0.0	0	13.0	2285	7.0	609	1.0	500	0.0	0	0.0	0	0.0	0
—	NICHIPICOTEN S	0.0	0	0.0	0	12.0	2149	3.0	655	4.0	950	0.0	0	0.0	0	0.0	0

* TO INCLUDE LUMP SUM PAYMENTS

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COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING* NO.	COST OF LIVING* AVG.$	OTHER NO.	OTHER AVG.$
	MIDDLESEX CTY	0.0	0	0.0	0	86.0	2366	12.0	2444	35.0	600	0.0	0	0.0	0	0.0	0
	MUSKOKA S	0.0	0	0.0	0	123.6	1166	11.5	620	31.6	916	0.0	0	0.0	0	3.0	1363
	NIAGARA SOUTH	0.0	0	0.0	0	300.0	1607	36.0	980	145.0	540	0.0	0	0.0	0	0.0	0
	NIP-RED ROCK S	1.0	11000	1.0	5500	9.0	2032	2.0	2414	4.0	575	1.0	350	0.0	0	0.0	0
	NIPISSING S	7.0	14074	9.0	8706	119.0	2784	11.0	2733	38.1	610	0.0	0	0.0	0	77.8	218
	NORFOLK CTY S	0.0	0	0.0	0	92.0	1625	15.0	1335	21.0	744	0.0	0	0.0	0	0.0	0
	NORTH SHORE S	0.0	0	0.0	0	36.0	1763	9.0	4222	10.0	650	0.0	0	129.7	740	0.0	0
	NORTHUMBERLAND	0.0	0	0.0	0	135.0	1975	20.8	1338	60.0	814	0.0	0	0.0	0	0.0	0
	NORTH YORK S	0.0	0	0.0	0	642.0	2083	0.0	0	377.0	719	113.0	633	0.0	0	0.0	0
	OTTAWA S	0.0	0	0.0	0	384.0	2584	0.0	0	219.0	500	0.0	0	0.0	0	0.0	0
	OXFORD CTY S	0.0	0	0.0	0	124.0	2305	12.0	868	38.0	622	0.0	0	0.0	0	0.0	0
	PEEL S	0.0	0	0.0	0	780.9	2148	0.0	0	315.3	474	27.0	300	0.0	0	9.0	367
	PERTH S	0.0	0	0.0	0	89.0	2257	17.0	1392	26.5	662	0.0	0	0.0	0	0.0	0
	PETERBOROUGH S	0.0	0	0.0	0	94.0	2597	0.0	0	54.0	414	0.0	0	0.0	0	0.0	0
	FRES.RUSSELL S	0.0	0	0.0	0	86.0	2361	56.0	1528	28.0	762	0.0	0	0.0	0	0.0	0
	PRINCE EDWARD	0.0	0	0.0	0	14.5	2413	3.0	1252	2.0	600	.5	1600	0.0	0	0.0	0
	RED LAKE S	0.0	0	0.0	0	4.0	3275	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	RENFREW CTY S	0.0	0	0.0	0	113.0	2387	45.0	708	38.0	592	0.0	0	0.0	0	1.0	25
	S.STE.MARIE S	0.0	0	0.0	0	116.0	2123	56.0	1947	37.0	709	55.0	825	0.0	0	0.0	0
	SCARBOROUGH S	0.0	0	0.0	0	593.0	2247	0.0	0	379.0	706	144.0	701	0.0	0	0.0	0
	SIMCOE CTY S	0.0	0	0.0	0	289.0	2191	49.0	1769	91.0	742	0.0	0	0.0	0	0.0	0
	S.D.GLENGARRY	0.0	0	0.0	0	163.0	2433	73.7	844	44.0	438	0.0	0	0.0	0	12.1	1862
	SUDBURY S	0.0	0	0.0	0	314.0	1788	25.0	1376	87.0	346	12.0	2236	0.0	0	0.0	0
	TIMISKAMING S	0.0	0	0.0	0	38.5	2530	9.0	1546	19.0	800	0.0	0	0.0	0	0.0	0
	TIMMINS S	0.0	0	0.0	0	72.0	2637	0.0	0	18.0	700	0.0	0	0.0	0	0.0	0
	TORONTO S	0.0	0	0.0	0	656.0	2098	453.0	841	462.0	704	218.0	706	0.0	0	26.5	2691
	VICTORIA S	0.0	0	0.0	0	63.0	2212	32.0	559	24.0	712	3.0	2500	0.0	0	0.0	0
	WATERLOO CTY S	0.0	0	0.0	0	297.0	2739	64.0	1131	199.2	837	0.0	0	0.0	0	0.0	0
	WELLINGTON S	0.0	0	0.0	0	187.0	2051	134.9	745	96.0	1185	28.2	530	0.0	0	12.6	437
	WENTWORTH CTY	0.0	0	0.0	0	134.0	2292	17.0	1835	61.0	735	0.0	0	0.0	0	20.0	1141
	W.PARRY SOUND	0.0	0	0.0	0	19.0	2208	5.0	905	10.0	850	0.0	0	0.0	0	0.0	0
	WINDSOR S	0.0	0	0.0	0	141.0	2173	38.0	1036	167.0	541	28.0	386	683.0	2234	38.0	376
	YORK CITY S	0.0	0	0.0	0	143.0	2165	0.0	0	101.0	755	29.0	661	0.0	0	0.0	0
	YORK REG S	0.0	0	0.0	0	299.6	2309	201.8	847	143.9	670	0.0	0	0.0	0	14.0	4239
# OF CASES	76																
	SUMMARY	24.0	12943	33.5	7900	10805.5	2199	2636.4	1041	5236.6	670	913.6	679	812.7	1996	248.0	1083

* TO INCLUDE LUMP SUM PAYMENTS

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

		TYPE OF OFF-GRID SALARY													
		PRINCIPALS		VICE PRINCIPALS		TEACHERS OF THR		COORDINATORS CONSULTANTS		TEACHERS WITH PRE-CATEGORY QUALIFICATIONS		OTHER OFF-GRID TEACHERS	
AGREEMENT TYPE	BOARD NAME	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
SECONDARY													
	ATIKOKAN S	1.0	54317	1.0	48228	0.0	0	0.0	0	0.0	0	0.0	0
	BRANT CTY S	6.0	53299	10.0	47198	0.0	0	0.0	0	0.0	0	0.0	0
	BRUCE CTY S	6.0	51074	3.0	46584	0.0	0	0.0	0	0.0	0	0.0	0
	CARLETON S	17.0	53295	16.0	48214	0.0	0	2.0	46261	0.0	0	2.0	48450
	CENTRAL ALGOMA	1.0	54174	1.0	48958	0.0	0	0.0	0	0.0	0	0.0	0
	CHAPLEAU S	1.0	54675	1.0	43519	0.0	0	0.0	0	0.0	0	0.0	0
	IROQ.FALLS S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DRYDEN S	3.0	53925	3.0	48838	0.0	0	0.0	0	0.0	0	0.0	0
	DUFFERIN C S	2.0	51898	4.0	45739	0.0	0	0.0	0	0.0	0	0.0	0
	DURHAM S	17.0	52702	22.0	45806	0.0	0	0.0	0	0.0	0	0.0	0
	E.PARRY SOUND	1.0	52960	1.0	46330	0.0	0	1.0	45630	0.0	0	0.0	0
	EAST YORK S	7.0	52761	6.0	46741	0.0	0	8.0	44006	0.0	0	0.0	0
	ELGIN S	5.0	53940	5.0	48340	0.0	0	0.0	0	0.0	0	0.0	0
	ESPANOLA S	1.0	53420	1.0	47095	0.0	0	0.0	0	0.0	0	0.0	0
	ESSEX CTY S	9.0	53018	11.0	46939	0.0	0	0.0	0	0.0	0	0.0	0
	ETOBICOKE S	20.0	53579	32.0	46646	0.0	0	9.0	46452	0.0	0	0.0	0
	FT FR-RAINY S	3.0	49757	1.0	45180	0.0	0	0.0	0	0.0	0	0.0	0
	FRONTENAC CTY	9.0	52836	10.0	46542	0.0	0	3.0	43280	0.0	0	0.0	0
	GERALDTON S	2.0	52750	1.0	48300	0.0	0	0.0	0	0.0	0	0.0	0
	GREY CTY S	5.0	51622	7.0	45363	0.0	0	0.0	0	0.0	0	8.0	29576
	HALDIMAND S	4.0	52235	4.0	46980	0.0	0	0.0	0	0.0	0	0.0	0
	HALIBURTON S	1.0	50000	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALTON S	18.0	52870	24.0	46818	0.0	0	9.0	47606	0.0	0	0.0	0
	HAMILTON S	21.0	51791	20.0	47061	0.0	0	0.0	0	0.0	0	0.0	0
	HASTINGS CTY S	8.0	52633	16.0	46222	0.0	0	0.0	0	0.0	0	0.0	0
	HEARST S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HORNEPAYNE S	1.0	47080	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON CTY S	5.0	54120	5.0	47520	0.0	0	0.0	0	0.0	0	0.0	0
	KAPUSKASING S	3.0	50496	3.0	45997	0.0	0	0.0	0	1.0	20151	0.0	0
	KENORA S	2.0	51000	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KENT CTY S	9.9	52894	12.0	46473	0.0	0	.5	50020	0.0	0	0.0	0
	KIRKLAND LAKE	2.0	50504	1.0	48980	0.0	0	0.0	0	0.0	0	0.0	0
	LAKEHEAD S	10.0	53398	13.0	48559	0.0	0	0.0	0	.5	20520	0.0	0
	LAKE SUPERIOR	3.0	49833	4.0	45926	0.0	0	0.0	0	0.0	0	0.0	0
	LAMBTON CTY S	7.0	54160	10.0	47602	0.0	0	0.0	0	0.0	0	0.0	0
	LANARK CTY S	4.0	53030	6.0	46980	0.0	0	1.0	54210	0.0	0	0.0	0
	LEEDS,GREN S	9.0	53232	10.0	47315	0.0	0	0.0	0	0.0	0	0.0	0
	LENNOX,ADD.S	2.5	54926	3.5	48285	0.0	0	0.0	0	0.0	0	0.0	0
	LINCOLN CTY S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LONDON S	16.0	51235	29.0	45728	0.0	0	8.0	45676	0.0	0	0.0	0
	MANITOULIN S	1.0	54945	1.0	50375	0.0	0	0.0	0	0.0	0	0.0	0
	MICHIPICOTEN S	1.0	52000	2.0	46375	0.0	0	0.0	0	0.0	0	0.0	0
	MIDDLESEX CTY	5.0	53822	6.0	46815	0.0	0	0.0	0	0.0	0	.5	49944
	MUSKOKA S	3.0	49348	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPE OF OFF-GRID SALARY: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	TEACHERS OF TMR NO.	TEACHERS OF TMR AVG.$	COORDINATORS CONSULTANTS NO.	COORDINATORS CONSULTANTS AVG.$	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS NO.	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS AVG.$	OTHER OFF-GRID TEACHERS NO.	OTHER OFF-GRID TEACHERS AVG.$
	NIAGARA SOUTH	17.0	53189	17.0	46940	0.0	0	9.0	45919	0.0	0	0.0	0
	NIP-RED ROCK S	0.0	0	0.0	0	0.0	0	0.0	0	1.0	26232	0.0	0
	NIPISSING S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORFOLK CTY S	5.0	53520	5.0	46750	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH SHORE S	4.0	52615	3.0	48887	0.0	0	0.0	0	0.0	0	0.0	0
	NORTHUMBERLAND	7.9	54258	10.0	46625	0.0	0	1.2	48025	0.0	0	.4	48025
	NORTH YORK S	31.0	53454	53.0	45998	0.0	0	14.0	51770	0.0	0	1.2	45443
	OTTAWA S	27.0	52196	50.0	45885	0.0	0	0.0	0	0.0	0	5.0	41781
	OXFORD CTY S	7.0	53686	9.0	47737	0.0	0	0.0	0	0.0	0	0.0	0
	PEEL S	27.0	55215	46.0	49449	0.0	0	13.0	48983	0.0	0	0.0	0
	PERTH S	5.0	53655	7.0	47305	0.0	0	0.0	0	0.0	0	0.0	0
	PETERBOROUGH S	7.0	53992	8.0	47653	0.0	0	0.0	0	0.0	0	0.0	0
	PRES,RUSSELL S	6.0	53052	5.0	46950	0.0	0	0.0	0	0.0	0	0.0	0
	PRINCE EDWARD	1.0	52105	2.0	47844	0.0	0	0.0	0	0.0	0	0.0	0
	RED LAKE S	0.0	51484	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	RENFREW CTY S	7.0	52386	10.0	46505	0.0	0	0.0	0	0.0	0	0.0	0
	S.STE.MARIE S	6.0	51597	8.0	46577	0.0	0	0.0	0	0.0	0	0.0	0
	SCARBOROUGH S	26.0	53314	53.0	47838	0.0	0	13.0	49650	0.0	0	1.0	33045
	SIMCOE CTY S	15.0	56135	20.0	47951	0.0	0	1.0	56957	0.0	0	0.0	0
	S.D.GLENGARRY	13.0	53620	7.0	48801	0.0	0	0.0	0	.6	21097	1.7	35427
	SUDBURY S	16.0	52300	19.0	46756	0.0	0	0.0	0	0.0	0	0.0	0
	TIMISKAMING S	4.0	56200	4.0	49700	0.0	0	0.0	0	0.0	0	0.0	0
	TIMMINS S	3.0	54278	5.0	47927	0.0	0	1.0	46124	0.0	0	0.0	0
	TORONTO S	28.0	53745	61.0	45469	0.0	0	16.0	48737	0.0	0	0.0	0
	VICTORIA S	3.0	53339	3.0	44640	0.0	0	0.0	0	0.0	0	0.0	0
	WATERLOO CTY S	16.0	53881	27.0	47853	0.0	0	3.0	49324	0.0	0	0.0	0
	WELLINGTON S	9.0	54594	10.0	48158	0.0	0	0.0	0	0.0	0	0.0	0
	WENTWORTH CTY	8.0	53137	8.0	47645	0.0	0	0.0	0	0.0	0	0.0	0
	W.PARRY SOUND	1.0	54676	3.0	47788	0.0	0	0.0	0	0.0	0	0.0	0
	WINDSOR S	11.0	51251	14.0	45064	0.0	0	11.0	44082	0.0	0	15.0	42910
	YORK BOROUGH S	7.0	53560	14.0	45995	0.0	0	2.0	47174	0.0	0	0.0	0
	YORK REG S	14.8	53936	19.9	47491	0.0	0	0.0	0	0.0	0	0.0	0
# OF CASES	76												
	SUMMARY	585.1	53159	808.4	46939			125.7	47726			37.9	38195

(COMBINED)

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS: OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER	PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
SEC														
	ATIKOKAN S	624	45	61	157	595	0	35	412	64	298	98	0	0
	BRANT CTY S	328	87	0	0	178	0	168	506	83	340	5	397	0
	BRUCE CTY S	473	109	0	0	0	181	257	528	68	309	8	0	0
	CARLETON S	424	60	0	0	230	13	158	490	60	300	0	84	0
	CENTRAL ALGOMA	534	164	0	0	383	0	254	518	74	355	80	0	0
	CHAPLEAU S	547	0	32	108	271	0	247	621	88	362	22	0	0
	IROQ.FALLS S	445	144	0	0	208	0	238	615	62	341	0	194	12
	DRYDEN S	553	161	0	0	294	295	113	525	62	301	0	0	0
	DUFFERIN C S	388	97	0	0	0	0	28	481	66	316	0	0	0
	DURHAM S	457	258	0	0	0	212	207	508	0	307	35	324	0
	E.PARRY SOUND	567	155	52	0	248	477	203	533	67	804	56	0	24
	EAST YORK S	332	110	38	0	276	0	49	502	11	301	0	265	0
	ELGIN S	375	0	0	0	0	131	340	660	53	355	0	159	0
	ESPANOLA S	545	236	0	0	207	0	97	0	60	403	0	141	0
	ESSEX CTY S	539	0	35	186	375	0	117	0	0	308	27	53	0
	ETOBICOKE S	369	124	33	0	246	0	46	529	5	348	4	195	0
	FT FR-RAINY S	613	209	0	0	252	0	98	660	56	344	84	447	0
	FRONTENAC CTY	402	62	23	0	103	0	78	503	55	311	18	315	0
	GERALDTON S	398	153	0	0	388	169	128	566	78	293	0	0	0
	GREY CTY S	443	134	0	0	0	0	156	626	26	312	0	256	0
	HALDIMAND S	460	120	21	0	262	0	52	459	66	323	0	16	0
	HALIBURTON S	388	110	0	0	0	189	9	532	82	366	0	372	0
	HALTON S	403	163	0	0	259	0	49	607	63	330	0	251	0
	HAMILTON S	523	137	18	0	0	0	117	505	64	307	0	356	0
	HASTINGS CTY S	373	88	0	0	103	89	47	479	76	307	0	392	0
	HEARST S	486	0	31	156	286	187	84	432	64	295	15	0	0
	HORNEPAYNE S	650	0	0	128	482	0	44	595	72	367	0	0	0
	HURON CTY S	564	0	32	169	0	0	37	612	64	312	0	515	0
	KAPUSKASING S	474	269	32	0	530	0	232	210	66	324	0	276	0
	KENORA S	465	463	0	0	181	0	0	434	59	250	0	298	0
	KENT CTY S	543	230	0	0	117	0	197	514	61	308	0	39	0
	KIRKLAND LAKE	400	224	0	0	228	361	219	498	56	329	0	310	51
	LAKEHEAD S	557	147	43	0	317	173	128	480	73	302	0	257	2
	LAKE SUPERIOR	124	167	0	0	234	94	88	517	59	408	28	0	0
	LAMBTON CTY S	439	146	0	0	202	0	321	533	86	446	0	126	0
	LANARK CTY S	480	85	0	0	185	0	51	458	11	316	0	0	0
	LEEDS,GREN S	462	64	0	0	283	0	140	609	74	339	0	193	0
	LENNOX,ADD.S	0	122	0	0	277	248	66	515	90	320	0	153	0
	LINCOLN CTY S	570	276	0	0	299	136	70	499	64	304	0	276	18
	LONDON S	467	204	0	0	280	125	155	549	14	319	0	145	0

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

INSURED BENEFITS

AGREEMENT TYPE	BOARD NAME	OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER	PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
	MANITOULIN S	557	282	0	0	345	0	240	346	101	251	0	219	0
	MICHIPICOTEN S	383	118	0	0	312	236	88	496	79	307	20	0	0
	MIDDLESEX CTY	376	154	0	0	324	0	38	580	71	306	29	130	0
	MUSKOKA S	343	159	0	0	123	0	30	534	66	413	147	680	0
	NIAGARA SOUTH	583	266	33	0	334	166	148	551	50	306	0	247	0
	NIP-RED ROCK S	522	81	34	0	289	0	129	465	62	354	0	0	0
	NIPISSING S	571	169	0	0	293	105	225	484	75	385	154	91	0
	NORFOLK CTY S	488	162	20	0	149	0	149	483	70	331	0	891	0
	NORTH SHORE S	402	309	0	0	397	0	126	392	56	269	0	532	0
	NORTHUMBERLAND	0	127	23	0	267	229	82	571	73	313	0	185	0
	NORTH YORK S	338	113	30	0	229	0	49	480	9	208	0	231	73
	OTTAWA S	375	51	15	0	220	0	62	514	16	372	0	280	0
	OXFORD CTY S	328	134	0	0	103	0	112	490	60	386	0	239	0
	PEEL S	497	88	0	0	358	104	70	552	8	367	0	126	0
	PERTH S	379	43	0	0	0	0	37	393	88	283	0	248	31
	PETERBOROUGH S	447	160	24	0	215	0	195	664	69	303	122	317	0
	PRES,RUSSELL S	478	190	23	0	228	161	178	553	85	324	90	82	0
	PRINCE EDWARD	443	105	0	0	135	0	30	639	94	299	0	0	0
	RED LAKE S	591	261	0	0	104	0	0	896	152	417	0	0	0
	RENFREW CTY S	343	46	0	0	87	0	87	418	39	286	0	616	7
	S.STE.MARIE S	527	365	0	0	438	0	134	724	55	360	0	326	0
	SCARBOROUGH S	397	136	34	0	208	0	51	808	5	444	0	124	0
	SIMCOE CTY S	438	131	0	0	129	108	62	516	34	310	0	182	0
	S.D.GLENGARRY	474	112	0	0	131	0	0	611	61	358	148	272	0
	SUDBURY S	516	209	30	0	193	0	200	492	82	302	0	169	0
	TIMISKAMING S	566	115	56	0	102	272	115	567	57	309	16	422	81
	TIMMINS S	481	158	0	0	257	236	587	387	62	308	57	351	0
	TORONTO S	306	103	27	0	265	0	38	549	32	432	0	76	0
	VICTORIA S	407	96	0	0	149	0	96	365	60	372	0	107	0
	WATERLOO CTY S	502	177	0	0	157	0	76	530	45	448	1	118	0
	WELLINGTON S	457	189	0	0	258	0	105	433	51	302	0	80	0
—	WENTWORTH CTY	502	116	16	0	269	0	167	553	185	641	21	0	0
	W.PARRY SOUND	440	70	0	0	273	0	83	495	69	363	0	454	0
	WINDSOR S	526	287	33	0	409	0	201	525	4	327	91	130	0
	YORK CITY S	328	121	33	0	285	0	46	465	2	296	0	176	0
	YORK REG S	252	129	23	0	301	0	233	549	58	301	0	193	0
#CASES	76													
=	SUMMARY	425		158		222	44	108	534	41	350	12		

(C O M B I N E D)

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			%	$	%	$	%	$	%	$	%	$	%	$	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
SEC																		
	ATIKOKAN S	27.0	96.3	648	88.9	50	88.9	177	88.9	669	96.3	0	96.3	36	7.7	8.3	8.3	8.3
	BRANT CTY S	392.3	84.4	389	84.6	103	0.0	0	89.7	198	67.3	0	98.6	170	15.7	14.8	0.0	17.0
	BRUCE CTY S	214.9	87.0	544	87.5	125	0.0	0	0.0	0	96.3	188	100.5	256	13.9	10.6	0.0	0.0
	CARLETON S	1001.3	86.5	490	89.1	67	0.0	0	91.6	251	88.8	15	104.2	152	20.6	21.3	0.0	19.4
	CENTRAL ALGOMA	51.5	91.3	585	95.1	172	0.0	0	97.1	395	101.0	0	101.0	252	14.9	18.4	0.0	20.0
	CHAPLEAU S	21.1	90.0	608	0.0	0	99.5	109	94.8	286	0.0	0	104.3	236	21.1	0.0	19.0	20.0
	IROQ.FALLS S	112.0	89.3	498	92.0	157	0.0	0	90.2	231	90.2	0	102.7	232	26.0	22.3	0.0	23.8
	DRYDEN S	108.0	88.0	628	94.4	170	0.0	0	94.4	311	100.9	292	100.9	112	15.8	14.7	0.0	14.7
	DUFFERIN C S	159.0	87.4	444	90.6	107	0.0	0	0.0	0	0.0	0	102.5	27	17.3	18.1	0.0	0.0
	DURHAM S	1048.3	83.1	551	85.9	300	0.0	0	85.9	0	103.7	204	103.7	200	23.8	26.4	0.0	26.4
	E.PARRY SOUND	74.7	80.3	706	89.7	173	0.0	0	88.4	280	105.8	451	108.4	187	16.7	16.4	0.0	18.2
	EAST YORK S	312.6	54.1	615	58.5	187	0.0	0	60.5	456	0.0	0	99.5	49	59.2	53.6	0.0	51.3
	ELGIN S	275.8	93.2	402	0.0	0	0.0	0	0.0	0	101.2	130	104.8	324	19.5	0.0	0.0	0.0
	ESPANOLA S	69.0	79.7	683	78.3	302	0.0	0	71.0	292	78.3	0	107.2	90	9.1	14.8	0.0	16.3
	ESSEX CTY S	545.7	90.2	598	0.0	0	92.0	202	92.9	404	78.6	0	100.4	116	17.3	0.0	16.5	16.6
	ETOBICOKE S	1077.5	85.8	430	89.9	138	0.0	0	86.0	286	0.0	0	99.3	47	25.7	25.5	0.0	27.3
	FT FR-RAINY S	83.0	92.8	661	92.8	226	0.0	0	83.1	303	0.0	0	100.0	98	9.1	13.0	0.0	4.3
	FRONTENAC CTY	466.2	86.4	465	73.4	84	0.0	0	87.1	118	80.9	0	93.5	83	15.6	13.5	0.0	16.3
	GERALDTON S	46.1	73.8	540	86.8	176	0.0	0	86.8	447	102.0	166	102.0	126	26.5	25.0	0.0	25.0
	GREY CTY S	329.1	93.9	471	88.7	151	0.0	0	0.0	0	95.7	0	100.6	155	14.6	13.4	0.0	0.0
	HALDIMAND S	170.9	90.7	507	84.8	142	0.0	0	91.9	285	98.9	0	100.1	52	14.8	15.2	0.0	14.0
	HALIBURTON S	39.5	88.6	437	93.7	117	0.0	0	0.0	0	98.7	192	98.7	9	22.9	21.6	0.0	0.0
	HALTON S	1137.0	84.0	480	85.8	190	0.0	0	86.0	301	0.0	0	92.4	53	22.3	24.4	0.0	23.1
	HAMILTON S	992.1	89.1	587	89.4	154	0.0	0	0.0	0	0.0	0	101.2	116	19.3	18.9	0.0	0.0
	HASTINGS CTY S	463.5	76.2	490	76.2	116	0.0	0	74.2	139	95.4	93	107.9	43	13.9	13.6	0.0	15.4
	HEARST S	58.0	86.2	564	0.0	0	87.9	177	87.9	326	100.0	187	100.0	84	28.0	0.0	27.5	25.5
	HORNEPAYNE S	9.2	108.7	598	0.0	0	108.7	118	108.7	444	0.0	0	108.7	41	20.0	0.0	20.0	20.0
	HURON CTY S	245.5	94.9	594	0.0	0	93.3	182	0.0	0	100.6	0	94.9	39	16.7	0.0	17.0	0.0
	KAPUSKASING S	111.9	76.0	624	85.8	314	0.0	0	90.3	587	100.1	0	17.9	1299	16.5	18.8	0.0	18.8
	KENORA S	81.5	93.3	499	99.4	466	0.0	0	78.5	231	99.4	0	99.4	0	14.5	17.3	0.0	15.6
	KENT CTY S	425.1	89.6	605	90.8	253	0.0	0	89.9	130	0.0	0	102.8	192	12.6	12.4	0.0	12.6
	KIRKLAND LAKE	80.8	87.9	455	94.1	238	0.0	0	92.8	246	104.0	347	104.0	211	19.7	18.4	0.0	17.3
	LAKEHEAD S	551.3	89.1	625	97.4	151	0.0	0	94.9	334	100.1	172	107.9	119	14.5	14.2	0.0	15.1
	LAKE SUPERIOR	63.5	116.5	107	92.9	180	0.0	0	92.9	251	100.8	93	100.8	87	23.0	27.1	0.0	25.4
	LAMBTON CTY S	447.6	86.2	510	86.7	169	0.0	0	85.3	237	0.0	0	103.7	310	15.5	15.7	0.0	15.7
	LANARK CTY S	205.5	95.4	503	93.9	90	0.0	0	92.5	200	75.4	0	103.2	50	19.4	19.7	0.0	18.4
	LEEDS,GREN S	364.7	86.9	532	88.0	73	0.0	0	94.3	300	86.9	0	101.2	138	24.3	22.7	0.0	23.3
	LENNOX,ADD.S	171.1	80.7	0	97.0	125	0.0	0	96.4	288	99.4	250	104.0	63	28.3	22.3	0.0	21.8
	LINCOLN CTY S	678.3	91.0	626	95.2	290	0.0	0	93.5	320	99.5	137	102.6	69	12.8	14.2	0.0	14.0
	LONDON S	1043.6	88.6	527	89.1	229	0.0	0	92.4	303	104.4	120	104.4	148	13.5	14.0	0.0	14.7
	MANITOULIN S	48.0	93.8	594	93.8	300	0.0	0	93.8	368	87.5	0	100.0	240	15.6	13.3	0.0	13.3
	MICHIPICOTEN S	31.0	77.4	495	83.9	141	0.0	0	87.1	358	100.0	236	100.0	88	20.8	19.2	0.0	18.5
	MIDDLESEX CTY	263.6	80.8	465	81.2	190	0.0	0	81.9	396	73.2	0	99.4	30	12.2	12.1	0.0	12.0

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			%	$	%	$	%	$	%	$	%	$	%	$	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
	MUSKOKA S	151.6	94.3	363	99.6	159	0.0	0	89.7	137	108.2	0	108.2	28	15.4	15.9	0.0	14.0
	NIAGARA SOUTH	777.0	91.5	637	94.5	281	0.0	0	94.1	355	98.5	169	101.8	146	14.5	14.6	0.0	14.4
	NIP-RED ROCK S	31.0	74.2	704	83.9	97	0.0	0	83.9	344	0.0	0	103.2	125	13.0	11.5	0.0	23.1
	NIPISSING S	380.0	94.2	606	96.8	174	0.0	0	97.9	299	105.8	99	105.8	212	16.5	16.0	0.0	16.4
	NORFOLK CTY S	237.5	88.8	550	94.7	171	0.0	0	92.2	161	95.2	0	98.1	152	16.1	20.0	0.0	20.1
	NORTH SHORE S	129.6	88.0	457	93.4	331	0.0	0	89.5	444	94.9	0	94.9	133	23.7	21.5	0.0	22.4
	NORTHUMBERLAND	437.7	65.1	0	77.5	164	0.0	0	76.1	342	101.7	225	101.7	80	23.9	20.9	0.0	21.3
	NORTH YORK S	2101.2	85.1	397	91.5	124	0.0	0	88.0	260	0.0	0	104.4	47	25.9	25.1	0.0	26.7
	OTTAWA S	1426.4	83.5	449	73.0	70	0.0	0	99.1	222	96.1	0	98.5	63	21.7	22.2	0.0	20.3
	OXFORD CTY S	343.0	91.5	358	91.3	146	0.0	0	90.1	115	80.5	0	100.6	112	20.1	20.1	0.0	23.3
	PEEL S	2098.3	87.3	569	88.1	100	0.0	0	93.9	381	97.5	107	100.7	69	24.3	24.9	0.0	24.7
	PERTH S	281.5	84.5	448	88.1	49	0.0	0	0.0	0	0.0	0	103.7	36	15.1	9.7	0.0	0.0
	PETERBOROUGH S	416.4	84.3	530	81.7	195	0.0	0	86.7	248	95.3	0	88.6	220	14.2	14.4	0.0	15.0
	PRES,RUSSELL S	292.4	85.2	561	87.9	216	0.0	0	88.9	256	107.0	151	107.0	166	19.7	20.6	0.0	21.2
	PRINCE EDWARD	71.5	88.1	503	88.1	119	0.0	0	86.7	156	93.7	0	102.1	30	17.5	17.5	0.0	19.4
	RED LAKE S	23.0	95.7	618	130.4	200	0.0	0	73.9	141	130.4	0	130.4	0	18.2	13.3	0.0	23.5
	RENFREW CTY S	392.7	89.6	383	89.4	51	0.0	0	89.1	97	98.0	0	62.6	139	16.2	16.8	0.0	19.7
	S.STE.MARIE S	374.5	88.4	596	93.5	390	0.0	0	91.6	478	100.4	0	99.6	134	16.9	15.1	0.0	15.5
	SCARBOROUGH S	2185.0	80.9	491	82.3	165	0.0	0	82.4	252	0.0	0	101.1	51	25.4	23.5	0.0	25.7
	SIMCOE CTY S	945.7	87.8	499	90.4	145	0.0	0	84.4	152	93.6	115	93.7	66	18.7	19.1	0.0	19.0
	S,D,GLENGARRY	497.9	92.2	514	85.6	130	0.0	0	93.0	141	78.9	0	83.1	0	20.7	18.5	0.0	18.8
	SUDBURY S	779.5	86.2	598	86.1	242	0.0	0	87.5	220	87.7	0	103.7	193	15.2	15.4	0.0	14.5
	TIMISKAMING S	148.1	91.8	617	91.8	125	0.0	0	75.6	135	100.6	271	100.6	115	17.6	19.1	0.0	14.3
	TIMMINS S	214.0	89.7	536	92.5	170	0.0	0	92.5	278	91.6	258	101.9	576	17.7	19.2	0.0	20.2
	TORONTO S	2319.5	85.8	356	93.2	111	0.0	0	94.9	279	0.0	0	100.5	38	33.0	30.0	0.0	31.7
	VICTORIA S	173.0	91.3	445	80.3	120	0.0	0	83.2	180	91.3	0	97.1	99	13.3	12.9	0.0	18.1
	WATERLOO CTY S	1138.2	90.6	554	89.5	198	0.0	0	89.2	176	0.0	0	106.0	71	17.7	17.2	0.0	19.6
	WELLINGTON S	539.7	91.3	501	93.6	202	0.0	0	95.6	270	99.3	0	105.1	100	18.5	19.2	0.0	19.4
	WENTWORTH CTY	405.9	118.7	422	101.5	114	0.0	0	101.3	265	0.0	0	128.8	130	18.0	25.7	0.0	25.3
	W.PARRY SOUND	80.8	89.1	494	94.1	75	0.0	0	91.6	298	0.0	0	100.2	83	11.1	22.4	0.0	23.0
	WINDSOR S	683.5	90.3	583	92.5	310	0.0	0	93.1	440	0.0	0	101.4	198	17.0	16.9	0.0	17.0
	YORK CITY S	478.5	90.5	363	94.9	128	0.0	0	92.0	310	0.0	0	94.5	48	27.9	28.6	0.0	30.2
	YORK REG S	984.7	124.2	203	83.6	154	0.0	0	93.9	320	0.0	0	102.7	227	17.7	24.5	0.0	24.9
# OF CASES		76																

COMPENSATION STATISTICS - R.C.S.S.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
RCSS												
	BRANT R	184.0	29243	9.11	5.15	0.0	0	10.0	44000	694	676	31373
	BRUCE R	186.8	28007	8.12	5.08	73.0	2362	0.0	0	836	923	30689
	CARLETON R	855.9	30288	10.11	4.75	210.0	1041	61.0	46500	936	841	33382
	C.IROQ.FALLS R	94.0	26576	10.28	3.85	11.0	3714	0.0	0	767	890	28667
	DRYDEN R	26.0	32812	10.04	5.15	10.0	2140	0.0	0	958	992	35585
	DUFFERIN R	1758.0	29347	6.14	5.14	213.0	2121	69.0	47106	893	929	32087
	DURHAM R	467.9	28791	9.64	4.20	119.0	1007	28.0	45810	794	1038	31826
	ELGIN R	75.6	29070	10.09	4.77	16.5	3082	0.0	0	850	875	31468
	ESSEX CTY R	490.1	31559	10.47	5.30	121.0	996	27.0	41647	1292	845	34456
	FT.FRA-RAINY R	31.5	30860	10.98	4.62	4.0	6163	0.0	0	1014	1067	33723
	FRONTENAC C R	230.9	30624	10.47	4.93	29.0	3814	0.0	0	708	899	32710
	GERALDTON R	45.7	28748	7.05	4.98	13.2	3297	0.0	0	775	1063	31538
	HALDIMAND R	112.8	28569	9.84	4.44	15.0	1002	13.0	43209	871	987	32059
	HALTON R	477.4	29260	8.83	4.96	98.1	1456	27.0	46536	552	849	31868
	HAMILTON R	1037.2	30956	10.05	4.97	291.1	1292	66.6	45832	826	965	34059
	HASTINGS R	208.8	28371	9.98	4.48	63.0	1787	0.0	0	608	883	30401
	HEARST R	68.5	28665	10.97	4.26	7.7	3836	0.0	0	1137	864	31098
	HURON-PERTH	135.8	29875	10.53	4.46	22.0	5979	0.0	0	724	932	32499
	KAPUSKASING R	128.0	30734	12.08	4.44	43.0	2207	0.0	0	1212	839	33526
	KENORA R	54.5	29684	10.51	4.91	94.5	1241	0.0	0	746	866	33447
	KENT CTY R	275.9	29830	10.41	4.93	56.9	4068	0.0	0	880	928	32476
	KIRKLAND LAKE	85.5	29975	10.34	4.80	20.5	3394	1.0	26426	1070	981	32790
	LAKEHEAD R	323.5	33586	10.43	5.49	28.5	2081	25.0	45042	817	883	36283
	LAMBTON R	324.8	29296	8.05	5.29	80.8	2741	0.0	0	828	803	31609
	LAN,LEEDS,GREN	159.9	27878	10.17	4.27	12.7	7748	0.0	0	639	815	29947
	LINCOLN R	366.8	31863	11.32	4.77	135.0	2361	0.0	0	1134	879	34745
	LONDON,MIDDLE	462.9	31161	10.56	5.25	119.0	3493	0.0	0	807	929	33795
	METRO SEP R	4660.0	31177	8.57	5.20	1470.6	922	304.8	46863	884	862	34160
	MICHIPICOTEN R	37.5	26346	7.81	4.25	8.0	2913	0.0	0	786	865	28618
	NIPISSING R	398.9	31359	12.09	4.63	119.0	2152	0.0	0	893	869	33763
	NORTH SHORE R	205.5	29305	8.95	4.56	57.0	2456	0.0	0	1066	865	31917
	NORTH OF SUP.R	71.6	27654	8.47	4.36	13.2	2701	0.0	0	866	980	29998
	OTTAWA R	808.7	31889	12.54	4.63	211.5	3160	0.0	0	504	859	34078
	OXFORD R	98.7	29388	10.71	4.51	36.5	2608	0.0	0	979	891	32222
	PETERBOROUGH R	303.6	29342	10.78	4.37	74.0	3167	2.0	49120	864	943	32045
	PRES.RUSSELLR	353.0	30241	11.89	4.50	84.7	2249	0.0	0	805	1072	32657
	RENFREW R	260.4	31590	11.80	4.64	95.9	1984	0.0	0	732	934	34037
	S.STE.MARIE R	356.4	30937	10.85	5.24	140.0	2469	0.0	0	1511	774	34192
	SIMCOE R	327.0	29884	9.50	4.94	45.6	5169	.5	16146	902	975	32460
	S,D,GLENGARRY	439.7	29580	9.56	4.12	162.1	2245	0.0	0	894	762	32064
	SUDBURY R	1025.6	30728	11.36	4.18	279.5	3048	8.0	30745	866	797	33216
	TIMISKAMING R	103.5	28110	10.57	4.17	24.0	2267	0.0	0	617	946	30199

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
	TIMMINS R	273.2	28520	10.96	4.11	98.0	2273	1.0	6669	836	892	30930
	WATERLOO R	750.7	31922	10.37	5.23	205.4	3187	0.0	0	682	938	34414
	WELLAND R	530.5	33397	12.13	5.32	54.2	5539	0.0	0	780	693	35435
	WELLINGTON R	264.6	29362	9.16	5.19	77.0	3054	0.0	0	569	868	31687
	WINDSOR R	781.5	32851	10.67	5.33	43.0	2369	42.0	46896	914	864	35469
	YORK REGION	661.3	29079	7.53	5.29	72.3	2157	36.0	45910	708	895	31774
# OF CASES	48											
	SUMMARY	21380.6	30596	9.6	4.9	5279.0	1993	721.9	46021	853	881	33313

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING* NO.	COST OF LIVING* AVG.$	OTHER NO.	OTHER AVG.$
RCSS	BRANT R	0.0	0	1.0	5350	33.0	2195	0.0	0	15.0	730	1.0	500	0.0	0	7.0	230
	BRUCE R	10.0	9568	3.0	5161	17.0	1317	43.0	904	0.0	0	0.0	0	0.0	0	0.0	0
	CARLETON R	0.0	0	16.0	3095	98.0	919	0.0	0	0.0	0	96.0	824	0.0	0	0.0	0
	C.IROQ.FALLS R	6.0	4601	2.0	5125	2.0	1000	0.0	0	0.0	0	1.0	1000	0.0	0	0.0	0
	DRYDEN R	2.0	7500	2.0	800	4.0	800	0.0	0	0.0	0	2.0	800	0.0	0	0.0	0
	DUFFERIN R	0.0	0	40.0	4500	111.0	2152	0.0	0	0.0	0	19.0	684	0.0	0	43.0	461
	DURHAM R	0.0	0	11.0	3981	16.0	2433	0.0	0	0.0	0	45.0	473	0.0	0	47.0	336
	ELGIN R	4.5	7549	2.0	3397	5.5	515	0.0	0	1.0	400	2.5	2504	0.0	0	1.0	600
	ESSEX CTY R	0.0	0	10.0	2995	35.0	1317	47.0	636	29.0	500	0.0	0	0.0	0	0.0	0
	FT.FRA-RAINY R	4.0	6163	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	FRONTENAC C R	15.0	5817	3.0	2775	8.0	865	0.0	0	0.0	0	1.0	2700	0.0	0	2.0	2700
	GERALDTON R	5.0	6589	0.0	0	4.2	2137	0.0	0	4.0	400	0.0	0	0.0	0	0.0	0
	HALDIMAND R	0.0	0	2.0	3104	13.0	679	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALTON R	0.0	0	8.0	3938	11.6	3597	0.0	0	25.0	400	16.5	600	0.0	0	37.0	1344
	HAMILTON R	0.0	0	15.0	3488	76.4	2010	40.1	1007	42.3	563	99.8	927	0.0	0	17.5	767
	HASTINGS R	18.0	4317	0.0	0	0.0	0	0.0	0	0.0	0	2.0	2825	0.0	0	43.0	679
	HEARST R	5.0	4600	.5	5000	2.2	1836	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON-PERTH	19.0	6281	0.0	0	3.0	4072	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KAPUSKASING R	9.0	5967	5.0	3502	3.0	2550	0.0	0	0.0	0	0.0	0	0.0	0	26.0	617
	KENORA R	4.0	5325	1.0	2100	9.0	1756	0.0	0	0.0	0	0.0	0	54.5	1276	26.0	455
	KENT CTY R	24.0	7230	1.0	2937	12.0	2518	19.9	1248	0.0	0	0.0	0	0.0	0	0.0	0
	KIRKLAND LAKE	8.0	5661	2.0	3446	7.0	1914	0.0	0	0.0	0	0.0	0	0.0	0	3.5	1143
	LAKEHEAD R	0.0	0	3.5	4286	9.0	4389	0.0	0	0.0	0	0.0	0	0.0	0	16.0	300
	LAMBTON R	19.0	5262	14.0	2703	16.2	2206	22.6	1680	0.0	0	9.0	1100	0.0	0	0.0	0
	LAN,LEEDS,GREN	8.4	10048	1.3	5612	1.0	3359	0.0	0	0.0	0	2.0	1669	0.0	0	0.0	0
	LINCOLN R	26.0	6906	8.0	2850	16.0	3238	14.0	487	9.0	720	43.0	985	0.0	0	19.0	528
	LONDON,MIDDLE	32.0	7490	9.0	3370	52.0	2370	2.0	443	8.0	450	16.0	1125	0.0	0	0.0	0
	METRO SEP R	0.0	0	0.0	0	394.5	1295	0.0	0	487.2	790	514.3	836	0.0	0	74.6	403
	MICHIPICOTEN R	3.0	6083	3.0	1000	0.0	0	1.0	550	0.0	0	0.0	0	0.0	0	1.0	1500
	NIPISSING R	29.0	5928	3.0	3717	48.0	911	0.0	0	0.0	0	39.0	752	0.0	0	0.0	0
	NORTH SHORE R	11.0	7734	5.0	4196	18.0	1355	0.0	0	0.0	0	23.0	415	0.0	0	0.0	0
	NORTH OF SUP.R	4.9	5000	1.3	3654	2.0	1700	0.0	0	0.0	0	0.0	0	0.0	0	5.0	600
	OTTAWA R	47.5	9358	2.5	8094	84.5	1616	0.0	0	0.0	0	77.0	871	0.0	0	0.0	0
	OXFORD R	10.0	7118	0.0	0	14.0	1173	0.0	0	0.0	0	9.5	737	2.0	200	1.0	200
	PETERBOROUGH R	17.0	6624	23.0	2650	28.0	2057	2.0	600	4.0	500	0.0	0	0.0	0	0.0	0
	PRES.RUSSELLR	25.1	5478	3.6	2962	31.0	1101	0.0	0	0.0	0	25.0	327	0.0	0	0.0	0
	RENFREW R	25.0	4745	4.0	3804	8.8	3296	36.1	649	0.0	0	0.0	0	0.0	0	22.0	182
	S.STE.MARIE R	28.0	5982	23.0	3118	52.0	1124	0.0	0	0.0	0	37.0	1299	0.0	0	0.0	0
	SIMCOE R	26.0	7923	1.0	2000	4.5	1689	0.0	0	0.0	600	6.1	2508	0.0	0	0.0	0
	S.D,GLENGARRY	40.0	5778	3.0	4500	21.4	3152	0.0	0	0.0	0	57.7	639	0.0	0	40.0	375
	SUDBURY R	77.0	7249	15.0	3090	115.5	1466	0.0	0	0.0	0	72.0	1082	0.0	0	0.0	0
	TIMISKAMING R	7.0	5398	.5	6964	2.0	1450	14.5	706	0.0	0	0.0	0	0.0	0	0.0	0

* TO INCLUDE LUMP SUM PAYMENTS

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES															
		PRINCIPALS		VICE PRINCIPALS		RESPONSIBILITY		RELATED AND PART-YEAR		DEGREE		SPECIAL EDUCATION		COST OF LIVING*		OTHER	
		NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
	TIMMINS R	18.0	7141	2.5	5151	26.0	1565	0.0	0	0.0	0	13.5	1609	0.0	0	38.0	499
	WATERLOO R	49.0	7401	11.0	4369	70.0	2326	4.0	1500	0.0	0	71.4	1051	0.0	0	0.0	0
	WELLAND R	40.0	6671	3.0	3460	9.2	2260	2.0	1100	0.0	0	0.0	0	0.0	0	0.0	0
	WELLINGTON R	21.0	6534	3.0	6788	37.0	1772	4.0	650	12.0	785	0.0	0	0.0	0	0.0	0
	WINDSOR R	0.0	0	10.0	2470	33.0	2338	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	YORK REGION	0.0	0	9.3	4245	26.0	2879	0.0	0	26.0	500	11.0	2600	0.0	0	0.0	0
# OF CASES	48																
	SUMMARY	697.4	6760	287.0	3575	1590.5	1683	252.2	892	670.5	724	1312.3	885	56.5	1238	469.6	543

* TO INCLUDE LUMP SUM PAYMENTS

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

		TYPE OF OFF-GRID SALARY											
		PRINCIPALS		VICE PRINCIPALS		TEACHERS OF THR		COORDINATORS CONSULTANTS		TEACHERS WITH PRE-CATEGORY QUALIFICATIONS		OTHER OFF-GRID TEACHERS	
AGREEMENT TYPE	BOARD NAME	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
RCSS													
	BRANT R	10.0	44000	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	BRUCE R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	CARLETON R	54.0	46660	0.0	0	0.0	0	7.0	45266	0.0	0	0.0	0
	C.IROQ.FALLS R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DRYDEN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DUFFERIN R	66.0	48098	0.0	0	0.0	0	0.0	0	2.0	15590	1.0	44690
	DURHAM R	28.0	45810	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	ELGIN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	ESSEX CTY R	25.0	43959	0.0	0	0.0	0	0.0	0	0.0	0	2.0	12740
	FT.FRA-RAINY R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	FRONTENAC C R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	GEPALDTON R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALDIMAND R	13.0	43209	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALTON R	27.0	46536	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HAMILTON R	58.6	45820	0.0	0	0.0	0	8.0	45920	0.0	0	0.0	0
	HASTINGS R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HEARST R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON-PERTH	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KAPUSKASING R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KENORA R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KENT CTY R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KIRKLAND LAKE	0.0	0	0.0	0	1.0	26426	0.0	0	0.0	0	0.0	0
	LAKEHEAD R	23.0	46048	0.0	0	2.0	33477	0.0	0	0.0	0	0.0	0
	LAMBTON R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LAN,LEEDS,GREN	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LINCOLN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LONDON,MIDDLE	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	METRO SEP R	196.0	49683	93.8	43256	15.0	32574	0.0	0	0.0	0	0.0	0
	MICHIPICOTEN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NIPISSING R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH SHORE R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH OF SUP.R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	OTTAWA R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	OXFORD R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	PETERBOROUGH R	1.0	50620	1.0	47620	0.0	0	0.0	0	0.0	0	0.0	0
	PRES.RUSSELLR	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	RENFREW R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	S.STE.MARIE R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	SIMCOE R	0.0	0	0.0	0	0.0	0	0.0	0	.5	16146	0.0	0
	S.D.GLENGARRY	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	SUDBURY R	0.0	0	0.0	0	8.0	30745	0.0	0	0.0	0	0.0	0
	TIMISKAMING R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	TIMMINS R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	1.0	6669
	WATERLOO R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

		TYPE OF OFF-GRID SALARY											
		PRINCIPALS		VICE PRINCIPALS		TEACHERS OF TIR		COORDINATORS CONSULTANTS		TEACHERS WITH PRE-CATEGORY QUALIFICATIONS		OTHER OFF-GRID TEACHERS	
AGREEMENT TYPE	BOARD NAME	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
	WELLAND R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	WELLINGTON	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	WINDSOR	42.0	46896	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	YORK REG.	35.0	46718	0.0	0	0.0	0	0.0	0	1.0	17602	0.0	0
# OF CASES	48												
SUMMARY		578.6	47479	94.8	43302	26.0	31844	15.0	45615	7.5	17826		
										(C O M B I N E D)			

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS											PPEVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
		OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
RCSS														
	BRANT R	288	142	0	0	185	0	78	352	56	268	0	43	0
	BRUCE R	0	191	0	0	287	233	205	541	51	330	0	0	0
	CARLETON R	339	101	0	0	209	149	138	503	24	297	17	0	0
	C.IROQ.FALLS R	305	122	0	0	265	0	75	506	67	316	0	122	0
	DRYDEN R	449	121	0	0	274	0	115	596	62	335	0	0	0
	DUFFERIN R	338	73	26	0	266	132	59	500	68	345	15	10	0
	DURHAM R	372	103	0	0	198	0	121	557	46	321	113	0	0
	ELGIN R	415	165	0	0	136	0	134	477	61	337	0	0	0
	ESSEX CTY R	430	36	25	221	305	223	52	498	56	291	0	59	0
	FT.FRA-RAINY R	483	123	58	0	243	0	107	561	101	286	119	794	0
	FRONTENAC C R	358	86	16	0	124	0	124	547	42	310	0	0	0
	GERALDTON R	437	39	29	0	212	0	58	465	72	456	41	36	0
	HALDIMAND R	372	179	0	0	246	0	73	595	76	316	0	0	0
	HALTON R	250	67	0	0	214	0	20	520	0	322	7	0	0
	HAMILTON R	397	16	16	0	173	129	94	558	72	336	0	34	0
	HASTINGS R	299	72	0	0	133	0	105	542	17	324	0	182	0
	HEARST R	485	0	0	194	334	0	124	463	78	316	7	0	0
	HURON-PERTH	393	104	20	0	116	0	91	557	58	317	0	22	0
	KAPUSKASING R	409	183	27	259	212	0	122	472	63	304	0	0	0
	KENORA R	362	54	30	0	66	70	163	494	71	301	0	0	0
	KENT CTY R	403	242	0	0	140	0	95	524	63	341	0	0	0
	KIRKLAND LAKE	339	0	18	84	213	250	166	597	61	308	15	135	0
	LAKEHEAD R	459	55	34	0	171	0	97	499	70	319	0	11	0
	LAMBTON R	341	165	0	0	189	0	134	516	47	240	0	25	0
	LAN,LEEDS,GREN	326	81	0	0	141	0	92	425	71	318	0	0	0
	LINCOLN R	396	44	81	16	229	187	180	529	43	307	0	47	0
	LONDON,MIDDLE	323	105	0	0	212	76	90	517	58	355	0	22	0
	METRO SEP R	443	110	36	0	261	0	33	497	67	299	0	41	0
	MICHIPICOTEN R	246	108	0	0	149	188	94	477	69	306	13	0	0
	NIPISSING R	440	212	34	0	148	0	58	469	65	335	0	40	0
	NORTH SHORE R	333	187	0	0	282	151	114	476	49	339	0	16	0
	NORTH OF SUP.R	353	144	28	0	233	0	108	624	56	300	0	145	0
	OTTAWA R	279	53	13	0	104	0	55	512	28	293	26	227	0
	OXFORD R	328	110	16	0	291	107	127	519	70	302	0	0	0
	PETERBOROUGH R	319	114	0	0	149	127	155	530	70	343	0	201	0
	PRES.RUSSELLR	420	176	0	0	151	0	58	654	62	301	54	38	0
	RENFREW R	354	94	0	0	176	0	107	591	69	324	0	39	0
	S.STE.MARIE R	455	103	0	188	395	188	182	386	82	306	0	28	0
	SIMCOE R	372	100	0	0	359	0	71	528	62	305	0	0	0
	S,D,GLENGARRY	428	156	0	0	234	0	75	396	67	300	0	41	0

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

INSURED BENEFITS

AGREEMENT TYPE	BOARD NAME	OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER	PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
	SUDBURY R	343	200	35	0	214	0	74	437	69	291	0	96	0
	TIMISKAMING R	445	136	0	0	0	0	36	589	56	301	0	55	0
	TIMMINS R	318	235	0	0	213	0	71	513	66	312	0	5	0
	WATERLOO R	371	102	0	0	148	0	61	513	90	335	0	19	0
	WELLAND R	339	104	0	0	195	37	104	428	19	246	0	69	0
	WELLINGTON R	325	45	0	0	153	0	46	491	63	313	0	0	0
	WINDSOR R	402	247	0	0	170	0	96	481	59	323	0	0	0
	YORK REGION	310	63	0	0	209	0	125	515	65	315	0	1	0
#CASES	48													
	SUMMARY	375		139		216	44	78	502	59	312	7		
				(COMBINED)										

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			%	$	%	$	%	$	%	$	%	$	%	$	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
RCSS																		
	BRANT R	194.0	60.3	478	75.8	187	0.0	0	97.9	189	0.0	0	97.4	80	51.3	34.7	0.0	26.8
	BRUCE R	186.8	59.4	0	79.2	241	0.0	0	81.9	252	99.0	235	99.0	207	34.2	25.0	0.0	26.1
	CARLETON R	916.9	72.5	467	82.8	122	0.0	0	90.7	230	107.6	138	107.6	129	30.8	29.9	0.0	29.2
	C.IROQ.FALLS R	94.0	61.7	494	59.6	205	0.0	0	63.8	415	80.9	0	97.9	76	36.2	39.3	0.0	38.3
	DRYDEN R	26.0	76.9	583	84.6	143	0.0	0	80.8	339	0.0	0	100.0	115	20.0	22.7	0.0	23.8
	DUFFERIN R	1827.0	72.3	467	77.3	94	0.0	0	83.9	317	102.2	129	88.9	66	39.9	35.8	0.0	34.6
	DURHAM R	495.9	81.1	459	79.5	130	0.0	0	81.7	243	111.7	0	111.9	108	31.1	29.4	0.0	28.4
	ELGIN R	75.6	84.7	491	88.6	186	0.0	0	92.6	147	115.1	0	112.4	119	28.1	26.9	0.0	25.7
	ESSEX CTY R	517.1	56.3	763	0.0	0	62.1	355	66.5	459	94.8	235	94.8	55	23.4	0.0	21.2	19.8
	FT.FRA-RAINY R	31.5	66.7	725	66.7	185	0.0	0	66.7	365	0.0	0	98.4	108	23.8	19.0	0.0	19.0
	FRONTENAC C R	230.9	73.6	486	84.5	102	0.0	0	81.4	152	102.6	0	105.7	118	34.7	31.8	0.0	30.9
	GERALDTON R	45.7	83.2	526	83.2	47	0.0	0	85.3	248	100.7	0	96.3	60	50.0	50.0	0.0	46.2
	HALDIMAND R	125.8	80.3	464	87.4	205	0.0	0	97.8	252	100.2	0	100.2	73	31.7	25.5	0.0	28.5
	HALTON R	504.4	59.7	419	67.4	100	0.0	0	76.5	280	104.7	0	105.1	19	32.6	35.0	0.0	29.8
	HAMILTON R	1103.8	76.8	517	72.8	22	0.0	0	83.7	207	100.1	129	111.1	85	29.1	28.9	0.0	29.8
	HASTINGS R	208.8	78.5	381	81.9	88	0.0	0	83.3	159	0.0	0	100.1	104	37.8	35.1	0.0	39.1
	HEARST R	68.5	64.2	755	0.0	0	64.2	302	65.7	509	0.0	0	100.7	123	38.6	0.0	36.4	35.6
	HURON-PERTH	135.8	80.3	490	92.0	113	0.0	0	100.1	116	100.1	0	100.1	91	32.1	27.2	0.0	25.0
	KAPUSKASING R	128.0	53.1	770	60.2	304	0.0	0	59.4	357	0.0	0	106.3	115	27.9	0.0	0.0	25.0
	KENORA R	54.5	86.2	420	95.4	57	0.0	0	95.4	70	106.4	66	106.4	153	34.0	30.8	0.0	30.8
	KENT CTY R	275.9	71.8	561	78.7	308	0.0	0	76.5	183	0.0	0	105.8	90	28.3	26.3	0.0	27.0
	KIRKLAND LAKE	86.5	64.7	524	0.0	0	65.9	127	71.7	298	104.0	248	104.0	160	33.9	0.0	33.3	29.0
	LAKEHEAD R	348.5	82.4	557	84.6	65	0.0	0	79.5	216	98.1	0	103.9	93	27.9	26.1	0.0	27.1
	LAMBTON R	324.8	45.6	748	50.2	329	0.0	0	50.5	374	90.8	0	105.0	127	58.8	52.8	0.0	56.1
	LAN,LEEDS,GREN	159.9	76.3	427	80.7	101	0.0	0	86.3	163	86.9	0	98.8	93	36.9	32.6	0.0	26.8
	LINCOLN R	366.8	80.2	494	80.7	55	0.0	0	83.7	274	114.8	163	114.8	157	28.6	28.4	0.0	27.4
	LONDON,MIDDLE	462.9	81.9	395	86.6	122	0.0	0	91.4	232	101.7	75	108.9	83	32.7	31.2	0.0	30.0
	METRO SEP R	4964.8	84.2	526	84.1	131	0.0	0	88.7	294	0.0	0	84.2	39	43.0	39.3	0.0	42.4
	MICHIPICOTEN R	37.5	74.7	330	85.3	127	0.0	0	85.3	175	98.7	191	98.7	95	35.7	31.3	0.0	34.4
	NIPISSING R	398.9	62.9	699	69.7	304	0.0	0	66.4	223	110.8	0	102.0	57	26.3	25.2	0.0	22.3
	NORTH SHORE R	205.5	67.6	492	85.2	219	0.0	0	75.4	374	96.8	156	101.2	112	42.4	33.7	0.0	36.8
	NORTH OF SUP.R	71.6	82.4	429	104.7	137	0.0	0	104.7	223	100.6	0	100.6	107	35.6	28.0	0.0	28.0
	OTTAWA R	808.7	66.2	422	58.6	90	0.0	0	91.5	114	107.0	0	107.0	51	41.3	34.2	0.0	30.7
	OXFORD R	98.7	69.9	470	75.0	147	0.0	0	83.1	350	100.3	106	100.3	126	26.1	24.3	0.0	23.2
	PETERBOROUGH R	305.6	76.6	416	86.4	132	0.0	0	82.1	181	68.1	186	103.1	151	34.2	29.9	0.0	30.3
	PRES.RUSSELLR	353.0	79.0	532	76.5	230	0.0	0	82.7	182	101.1	0	105.7	54	25.1	25.9	0.0	24.7
	RENFREW R	260.4	76.8	461	83.3	113	0.0	0	94.5	187	101.8	0	101.8	105	24.0	21.7	0.0	20.7
	S.STE.MARIE R	356.4	57.0	799	100.7	102	0.0	0	99.0	399	112.8	167	114.5	159	40.4	24.0	0.0	24.4
	SIMCOE R	327.5	74.8	498	73.9	136	0.0	0	87.0	412	72.1	0	95.6	74	29.0	28.5	0.0	26.3
	S.D.GLENGARRY	439.7	76.0	564	81.9	191	0.0	0	83.9	279	87.3	0	97.8	77	18.3	19.2	0.0	18.2
	SUDBURY R	1033.6	67.6	508	87.4	228	0.0	0	84.9	252	101.1	0	107.4	69	21.6	17.6	0.0	17.9
	TIMISKAMING R	103.5	82.1	542	87.9	155	0.0	0	0.0	0	0.0	0	100.5	36	32.9	29.7	0.0	0.0
	TIMMINS R	274.2	65.3	487	81.3	289	0.0	0	76.6	278	70.4	0	103.9	68	28.5	23.3	0.0	22.4

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			%	$	%	$	%	$	%	$	%	$	%	$	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
	WATERLOO R	750.7	74.6	497	76.2	134	0.0	0	75.4	197	0.0	0	109.6	56	28.2	30.6	0.0	29.5
	WELLAND R	530.5	73.1	464	75.6	138	0.0	0	84.8	230	36.8	101	99.0	105	27.6	28.4	0.0	28.2
	WELLINGTON R	264.6	74.1	438	77.5	58	0.0	0	76.8	201	102.4	0	103.6	44	31.1	29.8	0.0	30.3
	WINDSOR R	823.5	73.5	547	83.2	297	0.0	0	81.6	208	79.8	0	103.5	93	33.1	29.2	0.0	30.4
	YORK REGION	697.3	73.7	421	78.3	81	0.0	0	82.3	254	92.6	0	108.3	116	39.7	39.2	0.0	37.1

OF CASES 48

Education Relations Commission

Numéro 33
(révisé)

Statistiques sur les rémunérations: 1982-83

novembre, 1983

Education Relations Commission

STATISTIQUES SUR LES REMUNERATIONS, 1982-83

Cette monographie a été rédigée par la Commission des relations de travail en éducation dans le cadre des services qu'elle offre aux parties intéressées aux négociations ainsi que le prévoit la *Loi sur les négociations collectives entre conseils scolaires et enseignants.*

Cette publication a pour but:

> d'assister les parties en qualité d'organisme neutre, en leur procurant des renseignements au cours des divers stades de la procédure des négocations.

La présente monographie réunit des renseignements provenant de trois sources:

- Les négociations collectives écrites de 1982-83;
- le "June Board Report" de 1982 (ministère de l'Education);
- placement des enseignants: Répartition de la grille des enseignants de l'Ontario; totalité du personnel enseignant et des inscriptions au 31 janvier 1982 (Commission des relations de travail en éducation).

Les "Statistiques sur les rémunérations, 1981-82", peuvent être obtenues par les parties et toutes les personnes intéressées qui en font la demande.

Veuillez adresser toutes vos questions concernant cette monographie et vos demandes de renseignements complémentaires aux:

Services de recherche
Commission des relations de travail en éducation
111, chemin Avenue
Suite 400
Toronto, Ontario
M5R 3J8
(416) 922-7679

PUBLICATION DE LA COMMISSION DES RELATIONS DE TRAVAIL EN EDUCATION
(des exemplaires supplémentaires de certaines publications peuvent être obtenues sur demande)

1982-83 Conventions collectives entre conseils scolaires et enseignants: Résumés individuels
Conventions collectives entre conseils scolaires et enseignants: Résumés individuels
Conventions collectives entre conseils scolaires et enseignants: La situations dans la province

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(1981-82) N° 22 Statistiques sur les rémunérations, 1980-81
N° 23 Moyenne pondérée des traitements sur grille 1980-81 et 1981-82
N° 24 Rapport entre le nombre des élèves-enseignants, 1976-82
N° 25 Avantages sociaux assurés et gratifications de retraite, 1981-82
(1982-83) N° 26 Analyse chronologique de conventions collectives, 1975-76 à 1981-82
N° 27 Arbitrage d'intérêts: Un examen de la méthode et des décisions aux terms de la *Loi sur les négociations collectives entre conseil scolaires et enseignants,* 1975-76 à 1981-82
N° 28 Statistiques sur les rémunérations, 1981-82
N° 29 Clauses de congé: 1975-76, 1978-79, 1981-82
N° 30 Rapports élèves-enseignants, 1976-82
N° 31 Moyenne pondérée des traitements sur grille, 1981-82 et 1982-83
N° 32 Avantages sociaux assurés et gratification de retraite, 1982-83
(1983-84) N° 33 Statistiques sur les rémunérations, 1982-83

Série Clauses

(1981-82) N° 18 Clauses d'indemnité de Fin d'Emploi, 1980-81
N° 19 Clauses de Congé de Fédération de long Terme, 1981-82
N° 20 Horaire de tâches d'enseignement et autres, 1981-82
N° 21 Clauses relatives à la dotation en personnel, 1981-82
N° 22 Rapport entre le nombre de élèves et des enseignants, 1981-82
(1982-83) N° 23 Clauses concernant les effectifs des classes, 1982-83
(1983-84) N° 24 Clauses de surnombre/excédent concernant les posts à responsibilités, 1981-82
N° 25 Régime d'Encouragement à la pension anticipée, 1982-83

Placement des enseignants: Distribution de la grille des enseignants de l'Ontario, Totaux des enseignants et des inscriptions (31 janvier 1983)

Arbitrage des griefs : Résumés de décisions d'arbitrage concernant des litiges entre les parties, prises conformément à la *Loi sur les négociations collectives entre conseil scolaires*

Education Relations Commission

INTRODUCTION

Les "Statistiques sur les rémunérations, 1982-83" donnent des renseignements sur l'année de convention (septembre - août) en termes de situations particulières de négociations.

La monographie réunit des renseignements provenant de trois sources:

(i) Les conventions collectives écrites de 1982-83 déposées auprès de la commission à la date de la publication;

(ii) le "June Board Report" de 1983 du ministère de l'Education; et,

(iii) les résultats de l'étude de la Commission intitulée Data Form A dont le but était d'obtenir: (a) la distribution du personnel enseignant en termes de qualifications et d'expérience pour ceux qui sont rémunérés d'après la grille des traitements (telle qu'elle figure dans Placement des Enseignants: Répartition de la Grille des Enseignants de l'Ontario, Totaux des Enseignants et des Inscriptions - 31 janvier 1983) et (b) la participation du personel enseignants aux divers avantages sociaux assurés.

SOURCES DES RENSEIGNEMENTS ET REMARQUES

Grille des traitements des enseignants

Les grilles des traitements des enseignants utilisées dans les statistiques ci-après proviennent des conventions collectives écrites en vigueur durant l'année 1982-83 (septembre - août).

Sur un total de 200 conventions, 200 ou 100% étaient classées auprès de la Commission des relations de travail en éducation et ont pu être utilisées pour l'analyse en septembre 1983.

Les conventions dont nous avons pu disposer pour notre analyse sont réparties par genre au Tableau 1.

TABLEAU 1

Conventions de 1982-83 disponibles pour l'analyse

	Elémentaires	Secondaire	C.E.S.C.
Nombre total de conventions possibles	76	76	48
Nombre de conventions disponibles pour l'analyse	76	76	48

1. La moyenne des traitements indiquée dans les statistiques a été obtenue en pondérant chaque grille de traitements négociés pour la période 1982-83 au moyen de la distribution du personnel sur la grille; les derniers chiffres étant ceux du 31 janvier 1983.
2. Les grilles des traitements subdivisés ont été annualisées avant le calcul final.
3. Les distributions utilisées sur la grille sont exprimées en équivalents à plein temps et les chiffres ont été ramenés à la décimale supérieure. Les enseignants dont l'expérience est supérieure à celle qui est nécessaire pour atteindre le maximum de leur catégorie ou de leur groupe ont été placés au maximum aux fins du calcul de la moyenne des traitements.
4. Le personnel sur la grille comprend la totalité du personnel du Conseil scolaire (directeurs et sous-directeurs inclus) employés aux termes d'un contrat d'enseignement et ayant un traitement établi pour les enseignants. Les enseignants pour les retardés mentaux perfectibles ont été exclus.

Allocations

1. Les statistiques se rapportant au nombre des bénéficiaires des différentes allocations et à la moyenne des montants accordée par bénéficiaire proviennent de renseignements contenus dans le "June Board Report" de 1983 du ministère de l'Education.
2. Le nombre des bénéficiaires a été arrêté au 30 avril et a été exprimé en emplois équivalents aux emplois à plein temps (FTE).
3. Les dépenses faites par les conseils scolaires sous forme de remboursement de frais (p.ex. indemnités de déplacements) n'ont pas été incluses dans le "June Board Report".

4. L'indemnité de vie chère doit refléter le montant accumulé, durant l'année de convention 1982-83, s'il n'a pas été payé et dans certains cas, il peut être une estimation.

5. Les éventuelles allocations pour mérite ou pour isolement figurent dans la colonne intitulée "Other".

Traitements ne figurant pas sur la grille

1. Les statistiques concernant le personnel ne figurant pas sur la grille et le traitement moyen accordé proviennent du "June Board Report" de 1983 du ministère de l'Education.

2. Le personnel ne figurant pas sur la grille est défini comme le personnel du conseil scolaire employé aux termes d'un contrat d'enseignement ne recevant pas le traitement de base conformément à la grille des traitements des enseignants. Le personnel ne figurant pas sur la grille peut comprendre les directeurs, sous-directeurs, coordinateurs/conseillers, enseignants ne possédant pas les qualifications exigées pour leur catégorie et d'autres. Les enseignants (y compris les directeurs) pour les retardés mentaux perfectibles sont classés dans le personnel ne figurant pas sur la grille.

3. Le nombre total du personnel ne figurant pas sur la grille a été arrêté au 31 avril et a été exprimé en termes d'emplois à plein temps équivalents.

4. Toutes les allocations accordées au personnel ne figurant pas sur la grille ont été incluses dans le "June Board Report" aux fins de calcul du traitement moyen.

Avantages sociaux

1. Les statistiques concernant les dépenses pour les avantages sociaux des employés proviennent du "June Board Report 1983" du ministère de l'Education. Les statistiques sur la participation aux avantages sociaux des employés proviennent de l'édute Data Form A.

2. Les dépenses du Conseil scolaire pour chaque avantage social sont présentées comme une moyenne par employé (total du nombre des enseignants ramené à l'équivalence à plein temps, comprenant

les enseignants rémunérés d'après la grille des traitements et le personnel ne figurant pas sur cette grille) et également comme une moyenne par personne participant aux avantages.

3. Les dépenses concernant des avantages non spécifiés de même que les dépenses concernant l'assurance-chômage complémentaire figurent sous la rubrique "Other".

4. Les cotisations versées par les conseils scolaires aux caisses de retraite des enseignants n'ont pas été incluses dans le "June Board Report".

Structure des Statistiques sur les rémunérations

Les statistiques sur les rémunérations ci-dessous sont des photocopies de tableaux imprimés par ordinateur. Les renseignements concernant les conseils scolaires des secteurs élémentaires et secondaires et les conseils scolaires de C.E.S.C. sont présentés dans des sections séparées.

Dans chaque section, les renseignements concernant les rémunérations sont présentés pour chaque situation de négociations classée par ordre alphabétique qui était à notre disposition. Pour chaque situation, les renseignements concernant les rémunérations comprennent 5 pages et sont disposés de la manière suivante:

Page 1 (Renseignements généraux sur les rémunérations)

1. Nombre de membres du personnel sur la grille
2. Traitement moyen sur la grille
3. Moyenne des années d'expérience (Avg. Yrs. Exp.) pour le personnel sur la grille

   Ce chiffre représente la moyenne pondérée des années d'expérience du personnel sur la grille à la date du 31 janvier 1983. Il a été obtenu en multipliant la distribution du personnel sur la grille à 1'Année 0 fois 0, Année 1 fois 1, ...Année 14 fois 14, ensuite en additionnant les résultats en divisant ce total par le nombre total des membres du personnel figurant sur la grille. Les enseignants ayant plus de 14

années d'expérience ont été classés dans la catégorie variant de 0.00 à 14.00. Remarque: Dans certains cas, la distribution du personnel sur la grille qui a été indiquée à la Commission ne dépasse pas les maxima des traitements sur la grille et ne va pas plus loin que l'Année 14).

4. Placement moyen par catégorie (Avg. Cat. Plct.) pour le personnel figurant sur la grille.

   Ce chiffre indique le placement par catégorie moyenne pondérée du personnel sur la grille à la date du 31 janvier 1983. Ce chiffre est obtenu en multipliant tout le personnel sur la grille de la Catégorie D par 1, de la Catégorie C par 2, ... de la Catégorie A4/Groupe 4 par 7, ensuite en additionnant les résultats et en divisant le total obtenu par le nombre total des membres du personnel sur la grille. Pour les écoles élémentaires et les C.E.S.C., les valeurs de ces chiffres peuvent varier de 1.00 à 7.00, et pour les écoles secondaires de 4.00 à 7.00.

5. Nombre de paiements d'allocation

6. Moyenne des avantages accordés

7. Nombre des membres du personnel sur la grille

8. Traitement moyen sur la grille

9. Dépense moyenne (par membre du personnel) - avantages assurés

10. Dépense moyenne (par membre du personnel) - autres avantages

11. Rémunération totale moyenne (par membre du personnel

Page 2 (Détails des allocations: personnel sur la grille)

1. Nombre de directeurs sur la grille

2. Moyenne des allocations accordées (directeurs)

3. Nombre des sous-directeurs sur la grille

4. Moyenne des allocations accordées (sous-directeurs)

5. Nombre des bénéficiaires d'allocations pour postes à responsabilité

6. Moyenne des allocations reçues (postes à responsibilité)

7. Nombre de bénéficiaires de primes pour expérience correspondante et expérience d'année partielle

8. Moyenne des allocations accordées (expérience correspondante et expérience d'année partielle)

9. Nombre de bénéficiaires de primes pour diplôme

10. Moyenne des allocations accordées (diplôme)

11. Nombre de bénéficiaires de primes pour enseignement spécialisé

12. Moyenne des allocations accordées (enseignement spécialisé

13. Nombre de bénéficiaires de l'indemnité de vie chère

14. Moyenne des allocations accordées (cherté de vie)

15. Nombre des bénéficiaires d'autres allocations

16. Moyenne des allocations accordées (autres)

Page 3 (Détails des traitements: personnel ne figurant pas sur la grille)

1. Nombre de directeurs ne figurant pas sur la grille

2. Traitement moyen (directeurs)

3. Nombre de sous-directeurs ne figurant pas sur la grille**

4. Traitement moyen (sous-directeurs)**

5. Nombre d'enseignants (directeurs compris) pour les retardés mentaux perfectibles

6. Traitement moyen (enseignants pour les retardés menatux perfectibles)

7. Nombre de conseillers/coordinateurs ne figurant pas sur la grille

8. Traitement moyen (conseillers/coordinateurs)*

**Le montant doit comprendre toutes les allocations supplémentaires versées à ce personnel

9. Nombre d'enseignants ne possédant pas les qualifications exigées pour leur catégorie

10. Traitement moyen (enseignants ne possédant pas les qualifications exigées pour leur catégorie)

11. Nombre d'autres membres du personnel ne figurant pas sur la grille

12. Traitement moyen (autres)

Page 4 (Détails des avantages sociaux)

Dépenses du conseil scolaire par enseignant

1. Plan d'assurance-santé de l'Ontario (OHIP)

2. Plan d'assurance-santé complémentaire

3. Régime d'hospitalisation en chambre semi-privée

4. Régime d'assurance-médicaments

5. Regime d'assurance dentaire

6. Régime d'invalidité à long terme

7. Régime d'assurance collective

8. Assurance-chômage

9. Indemnisation des accidents de travail

10. Régime des pensions du Canada

11. Autres avantages

12. Gratification de retraite durant l'année précédente

13. Gratification pour cessation d'emploi durant l'année précédente

Page 5 (Détail de la participation des employés aux avantages assurés

1. Effectif du personnel enseignant, en équivalence à plein temps (EPT) (total du nombre des enseignants avec équivalence à plein temps, comprenant les enseignants rémunérés d'après la grille des traitements et le personnel ne figurant pas sur la grille).

Pourcentage* du total du personnel enseignant participant et des dépenses du Conseil scolaire participant pour:

2. Plan d'assurance-santé de l'Ontario (OHIP)
3. Régime d'assurance-maladie supplémentaire
4. Régime d'assurance-médicaments
5. Régime d'assurance dentaire
6. Régime d'assurance contre l'invalidité de long terme
7. Régime d'assurance collective

Pourcentage des participants aux avantages sociaux assurés ayant couverture unique pour:

8. Régime d'assurance-santé de l'Ontario (OHIP)
9. Régire d'assurance-maladie supplémentaire
10. Régime d'assurance-médicaments
11. Régime d'assurance dentaire

METHODE POUR CALCULER LA MOYENNE GENERALE DES REMUNERATIONS PAR EMPLOYE

La formule suivante a été utilisée pour obtenir la moyenne des rémunérations total par employé:

[(Nombre de personnel sur la grille x moyenne des traitement sur grille) + (nombre de paiements d'allocation x moyenne des allocations reçues) + (nombre des effectifs ne figurant pas sur la grille x moyenne des traitements du personnel ne figurant pas sur la grille) + total des dépenses du conseil scolaire pour les avantages assurés + total des dépenses du Conseil scolaire pour les autres avantages < à l'exclusion des paiements pour cessation d'emploi et des gratifications de retrait]/(nombre des effectifs du personnel ne figurant pas sur la grille + nombre des effectifs du personnel figurant sur la grille).

* Peut dépasser 100% à cause de personnel enseignant à temps partiel avec participation entière à un régime d'avantages sociaux.

QUELQUES AUTRES CONSIDERATIONS

Les lecteurs pourraient également désirer connaître les faits surivants lorsqu'ils examinent les statistiques sur les rémunérations:

1. Certains points concernant les rémunérations, quoiqu'étant présents dans une situation particulière, peuvent ne pas avoir été cités dans la convention collective écrite.

2. La combinaison de qualifications et d'expérience peut exercer une influence sur la moyenne pondérée du traitement sur la grille; mais en outre il y a d'autres facteurs tels la base d'évaluation du personnel pour le placement par catégorie ou par groupe, la manière d'après laquelle l'allocation pour expérience correspondante est traitée, et le paiement basé sur le traitement de la grille plus le paiement d'une allocation ou d'une rémunération sur une grille séparée, qui eux aussi peuvent influencer cette statistique particulière, et par conséquent lorsque la comparaison est faite d'une situation à une autre.

3. Le montant des dépenses d'un conseil scolaire par membre du personnel en ce qui concerne les avantages assurés ne reflète pas nécessairement la valeur d'un avantage ou la qualité d'un régime.

4. Les chiffres qui représentent le pourcentage de la couverture unique sont basés sur le nombre des effectifs du personnel enseignant participant à un régime particulier d'avantage sociaux et non le total des effectifs du personnel enseignant.

Education Relations Commission

5. Le montant des dépenses d'un conseil scolaire pour les divers avantages peut varier d'une situation à une autre, même pour des avantages identiques, à cause des différences d'état civil, de distribution par âge et par sexe chez les membres du personnel.

6. Selon la date du règlement, les dépenses concernant les avantages peuvent ne pas être celles que le conseil a faites durant l'année entière.

7. Dans certains cas, la dépense par employé figurant sous un titre décrivant un seule avantage peut refléter le coût se rapportant à plus d'un avantage. Par exemple, des dépenses pour médicaments et/ou hospitalisation en chambre semi-privée peuvent avoir été réunies et mentionnées sous le titre **"EXTENDED HEALTH"**.

8. En plus du mérite et de l'isolement, la catégorie des "Autres" allocations peut comprendre celles ci-après: aide pour le directeur, français parlé, directeur intérimaire, adjoint du directeur, éducation en religion, logement, assistant administratif, travail temporaire sans bureau central, enseignement itinérant et enseignant de soutien.

STATISTIQUES SUR LES REMUNERATIONS - ELEMENTAIRE

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
ELEMENTARY												
	ATIKOKAN E	29.5	31064	11.39	4.92	10.0	845	4.0	43214	1086	777	34630
	BRANT E	498.2	30851	10.56	5.15	98.0	970	55.0	39407	677	814	33364
	BRUCE E	343.9	29506	10.60	4.75	123.2	2621	5.5	30631	883	913	32248
	CARLETON E	1133.2	32864	10.72	5.02	280.8	1299	80.0	44787	779	895	35626
	CENTRAL ALGOMA	84.5	33571	11.80	5.08	37.0	2072	2.0	31166	1494	931	36826
	CHAPLEAU E	13.3	30940	10.20	4.89	6.0	955	2.0	37852	1067	1028	34313
	C.IROQ.FALLS E	82.4	31053	9.97	5.07	10.0	5072	4.5	27144	835	947	33217
	DRYDEN E	155.5	32359	9.66	4.93	44.5	2466	4.0	30506	1140	827	34968
	DUFFERIN E	229.1	27755	8.93	4.78	56.8	1228	16.0	43127	423	836	30302
	DURHAM E	1342.7	29509	9.90	4.50	301.5	1091	98.5	40715	868	839	32209
	E.PARRY SOUND	143.2	30788	11.84	4.94	27.0	4337	5.0	27511	1486	923	33877
	EAST YORK E	380.3	32791	10.16	5.34	160.0	968	38.0	47257	680	868	36024
	ELGIN COUNTY E	391.3	28943	10.22	4.71	33.0	2253	33.0	41756	646	1000	31761
	ESPANOLA E	65.3	30164	10.10	4.47	28.5	876	6.0	40546	760	442	32590
	ESSEX COUNTY E	440.0	32496	10.11	5.31	75.0	1059	41.0	40035	1039	339	34682
	ETOBICOKE E	994.0	33863	12.41	5.06	282.0	1340	108.0	46700	700	894	37058
	FT FR-RAINY R	118.6	30771	10.40	4.77	18.0	5213	1.0	26710	942	1103	33566
	FRONTENAC CTY	517.0	30923	10.32	4.81	107.4	1324	70.0	36740	669	910	33439
	GERALDTON E	35.8	31260	8.62	5.20	4.3	3672	2.0	33530	1007	1022	33827
	GREY CTY E	459.6	29962	10.77	4.77	68.5	4887	8.0	25674	660	930	32194
	HALDIMAND E	209.4	30147	9.82	4.78	59.0	2974	6.7	29217	695	825	32450
	HALIBURTON CTY	72.4	32049	12.25	4.56	15.0	2903	1.7	20984	492	784	33658
	HALTON E	1190.3	31756	10.12	5.03	61.0	1573	121.0	43690	541	1056	34526
	HAMILTON E	1244.8	31724	10.99	4.97	290.6	882	130.0	40039	636	879	34212
	HASTINGS CTY E	532.8	29698	11.79	4.35	93.0	1785	69.3	38229	545	803	32303
	HEARST E	20.0	26661	8.13	4.60	2.0	6943	1.0	18315	1132	864	28921
	HORNEPAYNE E	12.0	28301	6.25	4.17	1.0	2050	1.0	46480	974	940	31772
	HURON CTY E	349.5	31916	11.21	4.81	97.1	2689	9.0	34709	743	933	34390
	KAPUSKASING E	38.5	31196	8.84	5.43	10.0	2158	2.0	20822	1575	2066	34858
	KENORA E	110.3	32151	10.92	4.77	18.0	3423	4.0	37603	744	667	34292
	KENT CTY E	491.5	31056	10.04	5.07	124.0	1179	47.2	41423	925	908	34069
	KIRKLAND LAKE	67.8	32494	11.51	5.14	39.0	2423	6.0	35240	1215	798	36011
	LAKEHEAD E	564.9	33373	10.90	5.31	190.0	794	57.0	42719	1062	850	36384
	LAKE SUPERIOR	54.8	31611	10.25	4.87	8.0	4553	1.0	24563	474	1026	33637
	LAMBTON CTY E	593.1	29711	10.79	4.65	151.0	881	53.0	40754	833	935	32590
	LANARK CTY E	243.2	29737	10.73	4.34	24.0	2058	29.3	39423	610	701	32270
	LEEDS,GREN E	430.7	30199	11.17	4.39	83.0	1124	49.0	39076	644	942	32836
	LENNOX,ADD. E	243.1	29275	11.15	4.50	35.0	4589	9.0	33576	532	876	31473
	LINCOLN CTY E	831.6	33675	11.78	5.11	215.0	3564	24.0	33864	1091	797	36464
	LONDON E	1105.3	32056	11.23	5.12	68.7	1726	147.0	40663	973	822	34956
	MANITOULIN E	52.4	27805	11.49	3.70	9.0	3531	2.0	24899	1234	679	30195
	MICHIPICOTEN E	20.0	33224	13.30	4.40	1.0	2100	1.0	48390	1126	908	36080

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
	MIDDLESEX CTY	383.0	30505	10.16	4.93	69.0	4600	7.5	30373	857	985	33157
	MUSKOKA E	250.3	29632	10.85	4.91	66.0	3123	5.0	34868	586	1019	32147
	NIAGARA SO.E	832.3	32997	12.26	4.99	94.5	7325	23.1	29693	1248	874	35838
	NIP-RED ROCK E	34.4	30744	9.93	4.58	17.4	1361	1.0	34820	945	995	33467
	NIPISSING E	259.0	32574	11.67	5.12	69.2	2789	9.2	28825	1117	1057	35338
	NORFOLK CTY E	263.3	29302	10.77	4.42	78.2	1740	22.4	39667	986	901	32478
	NORTH SHORE E	131.2	30307	8.55	4.95	146.3	1030	4.0	28824	1056	696	33184
	NORTHUMBERLAND	538.4	30442	10.79	4.62	26.0	3300	61.0	41420	602	925	33229
	NORTH YORK E	1923.2	33499	11.95	5.06	457.0	1494	167.8	48830	675	845	36576
	OTTAWA E	1055.9	31196	11.00	4.82	269.9	831	112.0	40379	654	762	33685
	OXFORD CTY E	456.8	29139	10.35	4.67	44.2	2633	46.0	38794	741	824	31820
	PEEL E	2395.3	32449	9.75	5.06	197.1	1323	234.4	46265	1059	875	35713
	PERTH CTY E	347.3	28634	9.83	4.82	111.2	1112	30.5	45403	385	725	31425
	PETERBOROUGH E	506.1	30972	11.35	4.59	77.0	4484	13.0	26681	700	1056	33286
	PRES,RUSSELL E	75.1	28120	8.48	4.78	6.8	793	19.0	35926	1005	745	31503
	PRINCE EDWARD	115.0	28761	11.77	4.13	12.0	1768	11.0	40615	529	974	31467
	RED LAKE E	51.0	30803	10.26	4.60	5.0	5040	1.0	25700	610	1258	33056
	RENFREW E	367.3	31959	11.14	5.07	85.0	2733	12.4	28773	505	706	33678
	S.S.MARIE E	421.1	32809	11.70	5.56	204.0	1811	9.5	32346	1363	1001	36020
	SCARBOROUGH E	2353.5	32410	10.67	5.04	613.0	1058	284.0	48062	690	1151	35753
	SIMCOE CTY E	1227.6	31235	10.33	4.84	135.0	2092	105.0	43459	698	796	33903
	S,D,GLENGARRY	352.5	30606	11.25	4.49	150.2	2717	29.4	29331	596	923	33095
	SUDBURY E	516.7	30775	11.82	4.63	87.0	1441	60.0	41104	994	927	33987
	TIMISKAMING E	148.5	30621	10.59	4.58	32.5	4235	4.0	32196	1050	955	33570
	TIMMINS E	168.5	30330	10.14	4.65	31.5	1049	22.6	39733	1403	622	33640
	TORONTO E	2370.0	33755	12.18	5.14	1090.0	956	198.0	46881	585	961	36719
	VICTORIA C E	282.9	28009	10.06	4.07	86.0	1018	24.0	39939	580	711	30518
	WATERLOO CTY E	1507.1	32811	9.65	5.38	192.2	1292	152.3	43920	751	991	35722
	WELLINGTON CTY	683.6	30875	10.43	4.88	248.7	2660	12.6	31463	754	773	33362
	WENTWORTH CTY	544.8	31329	10.86	4.81	154.0	3394	5.0	27839	755	1095	34098
	W.PARRY SOUND	109.1	30801	9.95	4.90	16.0	1088	13.0	40936	769	831	33672
	WINDSOR E	653.0	35302	11.39	5.60	136.0	613	98.0	42931	1182	937	38528
	YORK CITY E	474.5	33913	10.81	5.50	150.0	1204	50.0	47124	736	845	37098
	YORK REG E	1292.3	30609	9.71	4.81	529.5	1191	102.4	43255	701	893	33584
# OF CASES	76											
	SUMMARY	39026.4	31762	10.9	4.9	9053.3	1163	3224.8	42422	786	898	34616

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING* NO.	COST OF LIVING* AVG.$	OTHER NO.	OTHER AVG.$
ELEMENTARY																	
	ATIKOKAN E	0.0	0	0.0	0	2.0	1425	0.0	0	8.0	700	0.0	0	0.0	0	0.0	0
	BRANT E	0.0	0	6.0	2964	4.0	2898	36.0	775	50.0	725	0.0	0	0.0	0	0.0	0
	BRUCE E	24.0	7956	18.0	2962	7.3	5764	0.0	0	6.0	558	54.6	512	0.0	0	13.3	400
	CARLETON E	0.0	0	59.0	3620	0.0	0	141.8	734	26.0	624	50.0	588	0.0	0	4.0	361
	CENTRAL ALGOMA	7.0	6950	6.0	2200	1.0	3674	11.0	700	0.0	0	12.0	288	0.0	0	0.0	0
	CHAPLEAU E	0.0	0	0.0	0	1.0	2100	5.0	726	0.0	0	0.0	0	0.0	0	0.0	0
	C.IROQ.FALLS E	6.0	7277	1.0	4585	3.0	823	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DRYDEN E	13.0	5757	1.0	5457	17.0	1366	11.5	446	2.0	555	0.0	0	0.0	0	0.0	0
	DUFFERIN E	0.0	0	7.0	3570	3.5	2554	27.3	697	3.0	545	13.0	658	0.0	0	3.0	2202
	DURHAM E	0.0	0	47.0	3433	16.5	3583	0.0	0	34.0	665	204.0	421	0.0	0	0.0	0
	E.PARRY SOUND	12.0	7573	2.0	2969	4.0	4195	0.0	0	9.0	391	0.0	0	0.0	0	0.0	0
	EAST YORK E	0.0	0	0.0	0	93.0	1036	0.0	0	41.0	742	16.0	902	0.0	0	10.0	1364
	ELGIN COUNTY E	0.0	0	15.0	3100	6.0	3343	0.0	0	12.0	650	0.0	0	0.0	0	0.0	0
	ESPANOLA E	0.0	0	5.0	1671	1.0	173	12.0	610	1.0	700	2.0	480	0.0	0	7.5	996
	ESSEX COUNTY E	1.0	860	10.0	2205	5.0	1866	29.0	788	24.0	500	4.0	2650	0.0	0	2.0	850
	ETOBICOKE E	0.0	0	0.0	0	164.0	1716	0.0	0	67.0	754	51.0	902	0.0	0	0.0	0
	FT FR-RAINY R	13.0	5849	1.0	3558	2.0	3558	0.0	0	0.0	0	2.0	3558	0.0	0	0.0	0
	FRONTENAC CTY	3.0	2600	31.0	2600	28.0	944	24.4	670	21.0	522	0.0	0	0.0	0	0.0	0
	GERALDTON E	1.0	7411	.5	3300	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	2.0	400
	GREY CTY E	26.0	8487	14.0	4246	8.5	4499	0.0	0	7.0	518	0.0	0	0.0	0	13.0	982
	HALDIMAND E	17.0	7455	4.0	3373	17.0	1530	0.0	0	0.0	0	21.0	439	0.0	0	0.0	0
	HALIBURTON CTY	7.0	4713	2.0	3100	5.0	398	0.0	0	0.0	0	1.0	2400	0.0	0	0.0	0
	HALTON E	0.0	0	0.0	0	21.0	3101	0.0	0	35.0	800	0.0	0	0.0	0	5.0	566
	HAMILTON E	0.0	0	0.0	0	101.0	1487	.5	200	41.1	571	123.5	593	0.0	0	24.5	387
	HASTINGS CTY E	1.0	2700	26.0	3223	0.0	0	57.0	1108	5.0	600	0.0	0	0.0	0	4.0	3350
	HEARST E	1.0	10585	1.0	3300	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HORNEPAYNE E	0.0	0	1.0	2050	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON CTY E	23.0	8000	11.0	3773	4.0	4400	2.0	600	2.5	600	54.6	281	0.0	0	0.0	0
	KAPUSKASING E	3.0	5153	1.0	2600	1.0	300	5.0	643	0.0	0	0.0	0	0.0	0	0.0	0
	KENORA E	9.0	4178	1.0	3810	7.0	2795	0.0	0	1.0	635	0.0	0	0.0	0	0.0	0
	KENT CTY E	0.0	0	19.0	3000	18.0	1694	54.0	721	33.0	600	0.0	0	0.0	0	0.0	0
	KIRKLAND LAKE	6.0	8967	2.0	5900	6.0	2678	7.8	51	0.0	0	1.0	600	0.0	0	16.2	731
	LAKEHEAD E	0.0	0	31.0	2234	21.0	393	0.0	0	81.0	466	1.0	700	0.0	0	56.0	623
	LAKE SUPERIOR	4.0	7253	2.0	3191	2.0	518	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LAMBTON CTY E	0.0	0	12.0	2600	4.0	2600	101.0	704	34.0	600	0.0	0	0.0	0	0.0	0
	LANARK CTY E	1.0	12901	3.0	3253	8.0	2066	0.0	0	12.0	850	0.0	0	0.0	0	0.0	0
	LEEDS,GREN E	0.0	0	12.0	3000	31.0	1074	0.0	0	40.0	600	0.0	0	0.0	0	0.0	0
	LENNOX,ADD. E	17.0	7295	5.0	3587	10.0	1739	1.0	600	2.0	330	0.0	0	0.0	0	0.0	0
	LINCOLN CTY E	58.0	7916	27.0	3596	28.0	3137	55.0	519	31.0	640	16.0	4618	0.0	0	0.0	0
	LONDON E	0.0	0	0.0	0	25.0	3432	0.0	0	43.7	750	0.0	0	0.0	0	0.0	0
	MANITOULIN E	5.0	5455	2.0	1582	0.0	0	2.0	669	0.0	0	0.0	0	0.0	0	0.0	0
	MICHIPICOTEN E	0.0	0	1.0	2100	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0

* TO INCLUDE LUMP SUM PAYMENTS

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING* NO.	COST OF LIVING* AVG.$	OTHER NO.	OTHER AVG.$
	MIDDLESEX CTY	29.0	7000	16.0	2813	12.0	3283	0.0	0	12.0	567	0.0	0	0.0	0	0.0	0
	MUSKOKA E	17.0	7634	13.0	3380	8.0	1612	19.0	535	5.0	916	0.0	0	0.0	0	4.0	1161
	NIAGARA SO.E	71.0	8875	14.0	3999	9.5	6624	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NIP-RED ROCK E	2.9	6207	0.0	0	4.0	850	0.0	0	0.0	0	0.0	0	0.0	0	10.5	218
	NIPISSING E	20.0	7182	6.0	3031	7.5	2872	0.0	0	1.0	100	10.0	460	0.0	0	24.7	200
	NORFOLK CTY E	6.0	5440	18.0	3379	9.2	2320	2.0	2000	11.0	500	32.0	368	0.0	0	0.0	0
	NORTH SHORE E	8.0	7203	4.0	3000	2.0	880	0.0	0	1.0	650	0.0	0	131.3	655	0.0	0
	NORTHUMBERLAND	0.0	0	18.0	3300	0.0	3300	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH YORK E	0.0	0	0.0	0	340.0	1708	0.0	0	61.0	734	30.5	902	0.0	0	25.5	1164
	OTTAWA E	0.0	0	0.0	0	30.0	3051	0.0	0	21.0	484	218.9	560	0.0	0	0.0	0
	OXFORD CTY E	4.0	5771	12.0	3325	13.2	3206	0.0	0	15.0	738	0.0	0	0.0	0	0.0	0
	PEEL E	0.0	0	0.0	0	73.0	2839	0.0	0	73.7	364	48.4	435	0.0	0	2.0	2825
	PERTH CTY E	0.0	0	7.0	3500	27.0	433	28.0	1073	4.0	662	39.0	844	0.0	0	6.2	3528
	PETERBOROUGH E	36.0	7022	17.0	3110	20.0	1925	0.0	0	4.0	288	0.0	0	0.0	0	0.0	0
	PRES.RUSSELL E	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	5.8	528	0.0	0	1.0	2332
	PRINCE EDWARD	0.0	0	4.0	3294	6.0	1006	0.0	0	0.0	0	2.0	1000	0.0	0	0.0	0
	RED LAKE E	3.0	7200	0.0	0	2.0	1800	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	RENFREW E	30.0	5567	6.0	3059	31.0	1008	7.0	927	6.0	550	0.0	0	0.0	0	5.0	1067
	S.S.MARIE E	34.0	6344	23.0	1891	14.0	2297	84.0	583	16.0	732	0.0	0	0.0	0	33.0	528
	SCARBOROUGH E	0.0	0	0.0	0	314.0	1277	0.0	0	213.0	735	53.0	902	0.0	0	33.0	1330
	SIMCOE CTY E	1.0	5500	55.0	3284	38.0	1582	0.0	0	36.0	715	0.0	0	0.0	0	5.0	2085
	S.D.GLENGARRY	34.0	7882	5.0	5621	11.9	3262	42.7	781	2.0	495	45.0	548	0.0	0	9.6	1477
	SUDBURY E	0.0	0	15.0	2860	30.0	2310	1.0	400	41.0	312	0.0	0	0.0	0	0.0	0
	TIMISKAMING E	15.0	6851	3.0	5350	1.5	6013	13.0	1101	0.0	0	0.0	0	0.0	0	0.0	0
	TIMMINS E	0.0	0	2.0	3600	6.5	2993	23.0	278	0.0	0	0.0	0	0.0	0	0.0	0
	TORONTO E	0.0	0	0.0	0	350.0	998	302.0	810	259.0	727	66.0	902	0.0	0	113.0	1768
	VICTORIA C E	0.0	0	15.0	2936	10.0	724	40.0	634	10.0	476	11.0	560	0.0	0	0.0	0
	WATERLOO CTY E	0.0	0	0.0	0	49.0	3476	9.5	376	132.7	556	0.0	0	0.0	0	1.0	659
	WELLINGTON CTY	46.0	8770	19.0	3481	13.0	3623	84.4	1251	17.0	948	39.3	452	0.0	0	30.0	183
	WENTWORTH CTY	35.0	9400	10.0	3800	55.0	2058	0.0	0	12.0	731	39.0	831	0.0	0	3.0	433
	W.PARRY SOUND	0.0	0	1.0	4000	11.0	836	0.0	0	3.0	800	0.0	0	0.0	0	1.0	1000
	WINDSOR E	0.0	0	0.0	0	0.0	0	4.0	250	108.0	644	7.0	457	0.0	0	17.0	439
	YORK CITY E	0.0	0	0.0	0	77.0	1424	0.0	0	52.0	910	13.0	850	0.0	0	8.0	1563
	YORK REG E	0.0	0	21.0	3214	146.0	1777	268.5	747	29.0	643	47.0	820	0.0	0	18.0	2548
# OF CASES	76																
	SUMMARY	650.7	7454	690.5	3190	2405.1	1720	1513.4	766	1817.7	652	1333.6	657	131.3	655	511.0	1095

* TO INCLUDE LUMP SUM PAYMENTS

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

		TYPE OF OFF-GRID SALARY											
		PRINCIPALS		VICE PRINCIPALS		TEACHERS OF THR		COORDINATORS CONSULTANTS		TEACHERS WITH PRE-CATEGORY QUALIFICATIONS		OTHER OFF-GRID TEACHERS	
AGREEMENT TYPE	BOARD NAME	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
ELEMENTARY													
	ATIKOKAN E	4.0	43214	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	BRANT E	39.0	44410	0.0	0	16.0	27214	0.0	0	0.0	0	0.0	0
	BRUCE E	0.0	0	0.0	0	5.5	30631	0.0	0	0.0	0	0.0	0
	CARLETON E	56.0	48951	0.0	0	21.0	33543	2.0	44247	0.0	0	1.0	48863
	CENTRAL ALGOMA	0.0	0	0.0	0	2.0	31166	0.0	0	0.0	0	0.0	0
	CHAPLEAU E	1.0	41240	0.0	0	1.0	34464	0.0	0	0.0	0	0.0	0
	C.IROQ.FALLS E	0.0	0	0.0	0	4.5	27144	0.0	0	0.0	0	0.0	0
	DRYDEN E	0.0	0	0.0	0	4.0	30506	0.0	0	0.0	0	0.0	0
	DUFFERIN E	10.0	47480	0.0	0	4.0	29776	2.0	48069	0.0	0	0.0	0
	DURHAM E	70.0	46177	0.0	0	28.5	27302	0.0	0	0.0	0	0.0	0
	E.PARRY SOUND	0.0	0	0.0	0	5.0	27511	0.0	0	0.0	0	0.0	0
	EAST YORK E	19.0	49913	13.0	43072	0.0	0	6.0	47920	0.0	0	0.0	0
	ELGIN COUNTY E	24.0	46250	0.0	0	9.0	29774	0.0	0	0.0	0	0.0	0
	ESPANOLA E	5.0	43016	0.0	0	1.0	28200	0.0	0	0.0	0	0.0	0
	ESSEX COUNTY E	27.0	45642	0.0	0	14.0	29224	0.0	0	0.0	0	0.0	0
	ETOBICOKE E	59.0	49767	47.0	42830	0.0	0	2.0	47174	0.0	0	0.0	0
	FT FR-RAINY R	0.0	0	0.0	0	1.0	26710	0.0	0	0.0	0	0.0	0
	FRONTENAC CTY	35.5	44622	.5	42488	34.0	28426	0.0	0	0.0	0	0.0	0
	GERALDTON E	0.0	0	0.0	0	2.0	33530	0.0	0	0.0	0	0.0	0
	GREY CTY E	0.0	0	0.0	0	8.0	25674	0.0	0	0.0	0	0.0	0
	HALDIMAND E	0.0	0	0.0	0	6.7	29217	0.0	0	0.0	0	0.0	0
	HALIBURTON CTY	0.0	0	0.0	0	1.0	19480	.7	23131	0.0	0	0.0	0
	HALTON E	68.0	48011	32.0	42856	16.0	27761	5.0	46306	0.0	0	0.0	0
	HAMILTON E	69.0	46778	13.0	41295	48.0	30011	0.0	0	0.0	0	0.0	0
	HASTINGS CTY E	39.0	45280	0.0	0	27.3	27462	1.0	43094	0.0	0	2.0	45290
	HEARST E	0.0	0	0.0	0	1.0	18315	0.0	0	0.0	0	0.0	0
	HORNEPAYNE E	1.0	46480	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON CTY E	0.0	0	0.0	0	9.0	34789	0.0	0	0.0	0	0.0	0
	KAPUSKASING E	0.0	0	0.0	0	2.0	28822	0.0	0	0.0	0	0.0	0
	KENORA E	0.0	0	0.0	0	3.0	34638	1.0	46500	0.0	0	0.0	0
	KENT CTY E	27.4	48860	0.0	0	19.3	31778	.5	50020	0.0	0	0.0	0
	KIRKLAND LAKE	0.0	0	0.0	0	6.0	35240	0.0	0	0.0	0	0.0	0
	LAKEHEAD E	46.0	45304	0.0	0	10.0	30607	1.0	44970	0.0	0	0.0	0
	LAKE SUPERIOR	0.0	0	0.0	0	1.0	24563	0.0	0	0.0	0	0.0	0
	LAMBTON CTY E	44.0	44886	0.0	0	9.0	24466	0.0	0	0.0	0	0.0	0
	LANARK CTY E	14.0	49375	0.0	0	15.3	30317	0.0	0	0.0	0	0.0	0
	LEEDS,GREN E	36.0	43778	0.0	0	13.0	26054	0.0	0	0.0	0	0.0	0
	LENNOX,ADD. E	.5	54406	.5	47728	8.0	31390	0.0	0	0.0	0	0.0	0
	LINCOLN CTY E	0.0	0	0.0	0	24.0	33864	0.0	0	0.0	0	0.0	0
	LONDON E	54.0	47119	51.0	43327	39.0	27761	3.0	46933	0.0	0	0.0	0
	MANITOULIN E	0.0	0	0.0	0	2.0	24899	0.0	0	0.0	0	0.0	0
	MICHIPICOTEN E	1.0	48390	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	MIDDLESEX CTY	0.0	0	0.0	0	7.0	28976	0.0	0	0.0	0	.5	4994
	MUSKOKA E	0.0	0	0.0	0	5.0	34868	0.0	0	0.0	0	0.0	0

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPE OF OFF-GRID SALARY: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	TEACHERS OF THR NO.	TEACHERS OF THR AVG.$	COORDINATORS CONSULTANTS NO.	COORDINATORS CONSULTANTS AVG.$	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS NO.	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS AVG.$	OTHER OFF-GRID TEACHERS NO.	OTHER OFF-GRID TEACHERS AVG.$
	NIAGARA SD.E	0.0	0	0.0	0	23.1	29693	0.0	0	0.0	0	0.0	0
	NIP-RED ROCK E	0.0	0	0.0	0	1.0	34820	0.0	0	0.0	0	0.0	0
	NIPISSING E	0.0	0	0.0	0	9.2	28825	0.0	0	0.0	0	0.0	0
	NORFOLK CTY E	16.0	43823	0.0	0	6.4	29280	0.0	0	0.0	0	0.0	0
	NORTH SHORE E	0.0	0	0.0	0	4.0	28824	0.0	0	0.0	0	0.0	0
	NORTHUMBERLAND	44.2	45228	0.0	0	14.4	28658	1.0	48025	0.0	0	.6	48025
	NORTH YORK E	115.0	50542	42.0	44873	0.0	0	10.0	49137	0.0	0	.8	46701
	OTTAWA E	54.0	46654	20.0	39956	37.0	31487	0.0	0	0.0	0	1.0	39072
	OXFORD CTY E	33.0	44178	0.0	0	13.0	25127	0.0	0	0.0	0	0.0	0
	PEEL E	121.9	53137	62.0	45169	45.5	29076	5.0	48746	0.0	0	0.0	0
	PERTH CTY E	24.0	47519	0.0	0	6.5	37592	0.0	0	0.0	0	0.0	0
	PETERBOROUGH E	0.0	0	0.0	0	13.0	26681	0.0	0	0.0	0	0.0	0
	PRES,RUSSELL E	5.0	43531	1.0	37807	13.0	32856	0.0	0	0.0	0	0.0	0
	PRINCE EDWARD	8.0	43265	0.0	0	3.0	33550	0.0	0	0.0	0	0.0	0
	RED LAKE E	0.0	0	0.0	0	1.0	25708	0.0	0	0.0	0	0.0	0
	RENFREW E	0.0	0	0.0	0	12.4	28773	0.0	0	0.0	0	0.0	0
	S.S.MARIE E	0.0	0	0.0	0	9.5	32346	0.0	0	0.0	0	0.0	0
	SCARBOROUGH E	146.0	49854	47.0	42674	0.0	0	3.0	51685	0.0	0	0.0	46865
	SIMCOE CTY E	76.0	48453	0.0	0	29.0	30374	0.0	0	0.0	0	0.0	0
	S.D.GLENGARRY	0.0	0	0.0	0	27.9	29305	0.0	0	0.0	0	1.5	29827
	SUDBURY E	41.0	44843	0.0	0	19.0	33038	0.0	0	0.0	0	0.0	0
	TIMISKAMING E	0.0	0	0.0	0	4.0	32196	0.0	0	0.0	0	0.0	0
	TIMMINS E	10.0	47978	0.0	0	12.6	33191	0.0	0	0.0	0	0.0	0
	TORONTO E	111.0	49277	70.0	42342	0.0	0	17.0	49936	0.0	0	0.0	0
	VICTORIA C E	20.0	43358	0.0	0	4.0	22846	0.0	0	0.0	0	0.0	0
	WATERLOO CTY E	93.0	48137	20.0	43183	34.5	32442	4.0	48580	0.0	0	.8	43961
	WELLINGTON CTY	0.0	0	0.0	0	12.6	31463	0.0	0	0.0	0	0.0	0
	WENTWORTH CTY	0.0	0	0.0	0	5.0	27839	0.0	0	0.0	0	0.0	0
	W.PARRY SOUND	9.0	46577	0.0	0	3.0	21856	1.0	47417	0.0	0	0.0	0
	WINDSOR E	42.0	47857	23.0	43154	22.0	34950	11.0	39616	0.0	0	0.0	0
	YORK BOROUGH E	20.0	49636	15.0	42498	0.0	0	7.0	46989	0.0	0	0.0	0
	YORK REG E	72.5	48445	0.0	0	29.9	30672	0.0	0	0.0	0	0.0	0
# OF CASES		76											
	SUMMARY	1819.0	47855	457.0	43024	848.6	29985	84.0	46983	16.2	44225		

(COMBINED)

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS											PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
		OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
ELEM														
	ATIKOKAN E	455	35	48	122	392	0	34	367	64	269	77	362	0
	BRANT E	308	80	0	0	148	0	141	460	66	287	0	129	0
	BRUCE E	370	76	0	0	78	179	179	525	67	306	20	111	0
	CARLETON E	357	52	0	0	228	9	133	506	55	334	0	63	0
	CENTRAL ALGOMA	498	161	0	0	222	343	270	485	66	350	30	0	0
	CHAPLEAU E	488	0	31	104	216	0	228	558	66	383	20	2294	0
	C.IROQ.FALLS E	314	106	0	0	277	0	138	573	57	316	0	284	0
	DRYDEN E	418	133	0	0	239	239	112	489	58	289	0	50	0
	DUFFERIN E	319	76	0	0	0	0	27	468	63	305	0	75	0
	DURHAM E	409	258	0	0	0	0	201	481	0	320	37	110	0
	E.PARRY SOUND	511	146	49	0	234	374	172	534	70	281	39	131	76
	EAST YORK E	282	107	26	0	215	0	58	531	18	318	0	229	0
	ELGIN COUNTY E	337	0	0	0	0	10	299	627	37	336	0	191	0
	ESPANOLA E	326	182	0	0	161	0	92	0	57	385	0	106	0
	ESSEX COUNTY E	422	0	27	156	329	0	104	0	0	316	23	66	0
	ETOBICOKE E	298	116	31	0	208	0	46	521	42	328	3	142	5
	FT FR-RAINY R	484	181	0	0	189	0	87	669	45	331	59	0	0
	FRONTENAC CTY	360	93	22	0	107	0	88	519	56	320	16	115	0
	GERALDTON E	263	117	0	0	310	178	138	631	64	327	0	0	0
	GREY CTY E	376	107	0	0	62	0	115	605	24	301	0	102	0
	HALDIMAND E	335	101	13	0	202	0	44	468	63	294	0	197	0
	HALIBURTON CTY	402	81	0	0	0	0	8	426	66	293	0	0	0
	HALTON E	289	77	0	0	129	0	44	610	70	375	0	238	0
	HAMILTON E	403	104	14	0	0	0	115	506	62	311	0	240	0
	HASTINGS CTY E	276	65	0	0	79	67	58	454	60	289	0	28	0
	HEARST E	422	0	27	147	302	156	79	476	64	310	14	0	0
	HORNEPAYNE E	460	0	11	97	366	0	41	551	77	312	0	0	0
	HURON CTY E	520	0	27	157	0	0	38	575	65	293	0	324	0
	KAPUSKASING E	326	405	28	0	458	0	163	1463	57	279	0	460	0
	KENORA E	286	292	0	0	166	0	0	388	53	226	0	374	0
	KENT CTY E	451	192	0	0	97	0	185	537	62	309	0	109	0
—	KIRKLAND LAKE	402	171	0	0	225	280	138	436	50	311	0	277	0
	LAKEHEAD E	582	123	40	0	233	0	85	477	72	300	0	104	0
	LAKE SUPERIOR	71	123	0	0	186	0	93	544	52	405	26	0	0
	LAMBTON CTY E	317	106	0	0	165	0	245	515	60	361	0	146	0
	LANARK CTY E	358	67	0	0	141	0	44	410	10	281	0	86	0
	LEEDS,GREN E	351	50	0	0	185	0	58	585	63	297	0	140	0
	LENNOX,ADD. E	319	30	0	0	47	79	57	507	61	308	0	37	0
	LINCOLN CTY E	452	225	0	0	245	108	61	473	59	266	0	132	30
=	LONDON E	365	154	0	0	234	108	110	510	15	297	0	113	0

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

INSURED BENEFITS

AGREEMENT TYPE	BOARD NAME	CHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER	PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
	MANITOULIN E	570	342	0	0	171	0	151	359	59	261	0	164	0
	MICHIPICOTEN E	388	131	0	0	281	232	94	508	79	296	24	0	0
	MIDDLESEX CTY	389	117	0	0	241	0	110	506	48	322	29	32	0
	MUSKOKA E	261	133	0	0	154	0	38	502	63	372	83	207	0
	NIAGARA SO.E	458	220	26	0	288	149	123	529	52	293	0	210	0
	NIP-RED ROCK E	486	82	38	0	268	0	79	573	67	355	0	0	0
	NIPISSING E	446	143	0	0	271	88	177	448	72	317	228	188	0
	NORFOLK CTY E	485	22	22	159	167	0	138	491	74	336	0	137	0
	NORTH SHORE E	298	281	0	0	362	0	123	381	53	262	0	0	0
	NORTHUMBERLAND	0	107	18	0	231	188	67	553	69	303	0	102	0
	NORTH YORK E	289	188	28	0	288	0	58	514	22	309	0	228	74
	OTTAWA E	275	33	0	0	94	143	189	429	21	312	0	247	0
	OXFORD CTY E	323	162	0	0	134	0	122	449	56	328	0	132	0
	PEEL E	448	57	0	0	343	0	218	524	5	346	0	74	0
	PERTH CTY E	314	38	0	0	0	0	41	378	87	268	0	116	0
	PETERBOROUGH E	212	132	18	0	192	0	146	677	71	308	0	188	0
	PRES.RUSSELL E	345	155	24	0	225	135	122	439	58	256	0	0	74
	PRINCE EDWARD	321	61	0	0	92	0	34	628	65	289	0	371	0
	RED LAKE E	342	0	0	0	188	0	149	755	128	351	0	208	0
	RENFREW E	278	61	0	0	74	0	188	396	39	271	0	249	0
	S.S.MARIE E	391	316	0	0	359	172	124	637	42	322	0	187	0
	SCARBOROUGH E	388	123	31	0	188	0	48	726	4	421	0	139	0
	SIMCOE CTY E	348	111	0	0	188	82	57	478	38	288	0	184	0
	S.D.GLENGARRY	378	86	0	0	116	0	15	575	45	269	34	48	0
	SUDBURY E	412	197	25	0	193	0	167	512	68	347	0	135	0
	TIMISKAMING E	446	97	42	0	158	227	89	554	54	347	0	246	0
	TIMMINS E	324	126	38	0	197	288	527	319	51	253	0	134	0
	TORONTO E	252	96	27	0	179	0	31	534	32	396	0	182	0
	VICTORIA C E	318	68	0	0	114	0	88	358	53	388	0	123	0
	WATERLOO CTY E	485	137	0	0	137	0	72	534	45	412	0	79	0
	WELLINGTON CTY	339	149	0	0	281	0	65	423	53	297	0	73	0
—	WENTWORTH CTY	348	88	11	0	196	0	121	485	127	467	16	0	0
	W.PARRY SOUND	379	68	0	0	243	0	87	497	61	324	0	1	0
	WINDSOR E	422	236	27	0	288	0	298	522	33	335	46	173	0
	YORK CITY E	342	113	31	0	201	0	49	498	38	317	0	316	12
	YORK REG E	192	88	15	0	224	0	189	548	56	297	0	86	0
8CASES	76													
—	SUMMARY	345		130		174	29	108	520	41	331	6		
=			(COMBINED)											

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP %	OHIP $	EXTENDED HEALTH %	EXTENDED HEALTH $	DRUG PLAN %	DRUG PLAN $	DENTAL PLAN %	DENTAL PLAN $	LONG-TERM DISABILITY %	LONG-TERM DISABILITY $	GROUP INSURANCE %	GROUP INSURANCE $	PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE: OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
ELEM																		
	ATIKOKAN E	33.5	77.6	586	68.7	52	65.7	186	65.7	597	89.6	0	77.6	44	19.2	21.7	22.7	22.7
	BRANT E	553.2	71.0	433	70.5	114	0.0	0	72.8	203	88.8	0	87.3	162	30.3	32.1	0.0	29.5
	BRUCE E	349.4	73.6	583	67.3	114	0.0	0	65.8	116	75.3	238	88.2	203	14.8	15.3	0.0	18.3
	CARLETON E	1213.2	77.7	459	79.7	65	0.0	0	88.4	258	102.3	9	105.2	127	25.7	25.4	0.0	21.9
	CENTRAL ALGOMA	86.5	82.1	607	87.9	183	0.0	0	86.7	256	104.0	329	104.0	259	15.5	17.1	0.0	17.3
	CHAPLEAU E	15.3	71.9	679	0.0	0	78.4	132	71.9	301	0.0	0	98.0	232	0.0	0.0	0.0	0.0
	C.IROQ.FALLS E	86.9	66.7	478	85.2	124	0.0	0	84.8	329	101.3	0	110.5	125	25.9	24.3	0.0	23.3
	DRYDEN E	159.5	79.0	529	91.5	145	0.0	0	91.5	262	106.0	225	106.0	105	33.3	28.8	0.0	28.8
	DUFFERIN E	245.1	74.3	430	73.4	103	0.0	0	0.0	0	0.0	0	101.6	27	23.1	22.2	0.0	0.0
	DURHAM E	1441.2	67.9	603	73.9	349	0.0	0	73.9	0	105.8	0	105.8	190	24.9	29.6	0.0	29.6
	E.PARRY SOUND	148.2	72.9	701	85.7	171	0.0	0	85.0	275	99.9	374	101.2	170	12.0	10.2	0.0	11.1
	EAST YORK E	418.3	45.4	621	58.1	184	0.0	0	58.6	367	0.0	0	101.8	49	58.9	47.3	0.0	48.2
	ELGIN COUNTY E	424.3	76.6	448	0.0	0	0.0	0	0.0	0	79.2	13	97.3	307	19.7	0.0	0.0	0.0
	ESPANOLA E	71.3	51.9	628	58.9	309	0.0	0	53.3	301	85.6	0	102.4	90	21.6	21.4	0.0	23.7
	ESSEX COUNTY E	481.0	72.1	585	0.0	0	77.1	203	82.1	401	96.5	0	102.7	101	22.5	0.0	21.0	20.0
	ETOBICOKE E	1102.0	71.6	417	85.0	136	0.0	0	84.8	245	0.0	0	99.7	47	33.8	29.0	0.0	31.3
	FT FR-RAINY R	119.6	85.3	568	81.1	223	0.0	0	77.8	243	0.0	0	101.2	86	18.6	19.6	0.0	22.6
	FRONTENAC CTY	587.0	79.4	453	76.7	121	0.0	0	78.9	136	89.4	0	95.2	93	25.5	24.7	0.0	27.4
	GERALDTON E	37.8	58.2	453	74.1	158	0.0	0	76.7	404	108.5	164	108.5	128	31.8	25.0	0.0	27.6
	GREY CTY E	467.6	80.6	466	78.6	151	0.0	0	65.2	95	82.5	0	92.8	124	17.5	15.2	0.0	15.1
	HALDIMAND E	216.1	74.0	452	72.2	140	0.0	0	79.6	254	0.0	0	100.9	44	28.1	26.3	0.0	24.4
	HALIBURTON CTY	74.1	83.7	481	82.3	99	0.0	0	0.0	0	99.9	0	102.6	0	21.0	21.3	0.0	0.0
	HALTON E	1311.3	67.3	430	78.9	98	0.0	0	79.5	163	0.0	0	89.1	50	29.3	36.5	0.0	29.8
	HAMILTON E	1374.8	73.9	545	73.4	142	0.0	0	0.0	0	0.0	0	97.1	119	30.5	30.1	0.0	0.0
	HASTINGS CTY E	602.1	58.5	472	59.3	189	0.0	0	61.1	129	94.0	71	99.3	58	27.3	29.1	0.0	26.6
	HEARST E	21.0	81.0	521	0.0	0	95.2	154	100.0	302	114.3	136	114.3	69	23.5	0.0	20.0	19.0
	HORNEPAYNE E	13.0	92.3	498	0.0	0	100.0	97	100.0	366	0.0	0	100.0	41	50.0	0.0	46.2	46.2
	HURON CTY E	358.5	85.9	605	0.0	0	83.4	189	0.0	0	103.5	0	98.2	39	13.3	0.0	11.7	0.0
	KAPUSKASING E	46.5	43.0	758	53.8	753	0.0	0	64.5	711	98.9	0	94.6	172	35.0	24.0	0.0	20.0
	KENORA E	114.3	67.4	425	105.0	278	0.0	0	77.8	215	105.0	0	105.0	0	15.6	35.0	0.0	13.6
	KENT CTY E	538.7	77.8	586	78.9	243	0.0	0	78.2	125	0.0	0	106.2	174	18.8	18.1	0.0	18.8
	KIRKLAND LAKE	73.8	73.2	549	82.7	207	0.0	0	79.9	281	103.0	271	104.3	133	13.0	13.1	0.0	15.3
	LAKEHEAD E	621.9	84.1	692	88.8	138	0.0	0	94.4	247	91.7	0	114.0	74	20.1	21.6	0.0	20.8
	LAKE SUPERIOR	55.8	64.5	189	60.9	203	0.0	0	66.3	281	98.6	0	98.6	95	22.2	20.6	0.0	18.9
	LAMBTON CTY E	646.1	67.9	466	69.3	152	0.0	0	76.9	214	0.0	0	108.5	226	21.2	21.0	0.0	19.5
	LANARK CTY E	272.5	71.6	588	75.6	89	0.0	0	74.9	189	79.3	0	93.6	47	14.9	14.6	0.0	14.7
	LEEDS,GREN E	478.7	71.7	498	75.6	66	0.0	0	84.6	219	83.6	0	109.5	53	20.1	21.0	0.0	20.5
	LENNOX,ADD. E	252.1	74.6	427	56.7	54	0.0	0	48.9	118	81.7	97	100.0	57	25.5	25.9	0.0	30.1
	LINCOLN CTY E	855.6	78.8	574	85.9	262	0.0	0	84.3	298	98.2	110	104.1	58	23.9	22.2	0.0	22.6
	LONDON E	1252.3	76.9	474	80.9	198	0.0	0	86.2	274	106.0	102	106.0	103	27.1	27.9	0.0	26.2
	MANITOULIN E	54.4	75.4	757	95.6	358	0.0	0	95.6	179	46.0	0	95.6	157	12.2	13.5	0.0	13.5
	MICHIPICOTEN E	21.0	76.2	509	90.5	145	0.0	0	81.8	347	100.0	232	100.0	94	31.3	26.3	0.0	29.4
	MIDDLESEX CTY	390.5	71.7	543	69.4	169	0.0	0	67.3	357	0.0	0	95.8	114	25.0	25.1	0.0	23.6

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP %	OHIP $	EXTENDED HEALTH %	EXTENDED HEALTH $	DRUG PLAN %	DRUG PLAN $	DENTAL PLAN %	DENTAL PLAN $	LONG-TERM DISABILITY %	LONG-TERM DISABILITY $	GROUP INSURANCE %	GROUP INSURANCE $	PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE: OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
	MUSKOKA E	255.3	72.1	362	88.9	150	0.0	0	69.7	221	102.6	0	106.1	36	16.3	15.4	0.0	23.0
	NIAGARA SO.E	855.4	75.5	596	83.2	264	0.0	0	83.8	334	96.2	155	101.2	122	21.1	19.8	0.0	19.8
	NIP-RED ROCK E	35.4	79.1	615	93.2	88	0.0	0	93.2	287	81.9	0	107.3	74	21.4	18.2	0.0	18.2
	NIPISSING E	268.2	77.9	573	84.3	170	0.0	0	81.7	332	102.5	78	102.5	172	15.3	13.7	0.0	14.2
	NORFOLK CTY E	285.7	79.8	608	86.8	26	0.0	0	87.5	191	90.0	0	103.3	126	23.7	19.8	0.0	19.6
	NORTH SHORE E	135.2	66.6	435	84.3	333	0.0	0	81.4	445	98.4	0	98.4	125	30.0	21.9	0.0	21.8
	NORTHUMBERLAND	599.4	45.9	0	66.2	161	0.0	0	68.9	336	102.9	175	102.9	65	35.6	23.7	0.0	22.8
	NORTH YORK E	2891.0	73.2	395	87.4	123	0.0	0	91.0	220	0.0	0	104.6	47	33.6	28.9	0.0	30.9
	OTTAWA E	1167.9	61.9	444	59.5	56	0.0	0	79.7	118	82.5	173	93.0	117	34.3	39.0	0.0	33.5
	OXFORD CTY E	502.8	74.4	434	79.4	205	0.0	0	80.5	166	91.3	0	100.8	121	24.6	24.8	0.0	28.4
	PEEL E	2629.7	79.7	562	81.8	70	0.0	0	89.5	383	0.0	0	102.2	206	26.5	25.8	0.0	24.1
	PERTH CTY E	377.8	77.8	403	74.9	40	0.0	0	0.0	0	0.0	0	99.5	41	26.2	20.5	0.0	0.0
	PETEPBOROUGH E	519.1	73.6	287	78.7	187	0.0	0	80.3	239	66.8	0	78.6	186	17.8	16.1	0.0	16.1
	PRES,RUSSELL E	94.1	52.1	662	60.6	256	0.0	0	63.8	352	88.2	153	88.2	138	32.7	31.6	0.0	28.3
	PRINCE EDWARD	126.8	69.8	465	73.8	118	0.0	0	70.6	130	73.8	0	100.8	34	20.7	19.4	0.0	19.1
	RED LAKE E	53.8	69.8	489	0.0	0	0.0	0	69.8	154	0.0	0	98.6	165	43.2	0.0	0.0	45.9
	RENFREW E	379.7	73.8	371	81.1	75	0.0	0	78.5	95	103.8	0	103.5	97	22.8	21.1	0.0	25.2
	S.S.MARIE E	438.6	78.8	552	86.4	366	0.0	0	80.6	446	103.6	166	103.6	120	19.7	15.3	0.0	16.7
	SCARBOROUGH E	2557.5	69.4	432	82.2	150	0.0	0	80.8	235	0.0	0	103.3	47	34.3	28.9	0.0	30.7
	SIMCOE CTY E	1332.6	78.5	482	79.8	141	0.0	0	74.7	144	84.9	96	86.7	66	24.9	23.3	0.0	25.9
	S.D.&GLENGARRY	381.9	78.8	488	69.7	124	0.0	0	85.1	136	91.4	0	105.8	15	18.3	17.3	0.0	17.2
	SUDBURY E	576.7	78.7	583	81.7	241	0.0	0	79.1	244	78.7	0	104.7	159	19.9	17.6	0.0	17.5
	TIMISKAMING E	152.5	73.4	607	78.8	125	0.0	0	81.3	185	95.7	237	95.7	93	15.2	14.3	0.0	28.2
	TIMMINS E	191.1	42.4	764	76.4	165	0.0	0	74.8	263	97.9	284	106.2	496	40.7	22.6	0.0	21.8
	TORONTO E	2568.8	77.2	326	93.2	183	0.0	0	89.5	281	0.0	0	108.2	31	43.4	37.1	0.0	39.3
	VICTORIA C E	306.9	73.3	423	62.9	109	0.0	0	69.4	164	85.7	0	92.2	95	23.6	24.9	0.0	29.1
	WATERLOO CTY E	1659.4	78.6	516	78.6	174	0.0	0	85.1	161	0.0	0	111.1	65	27.8	28.9	0.0	29.2
	WELLINGTON CTY	496.2	69.8	486	76.6	195	0.0	0	79.4	253	85.6	0	101.3	64	23.3	22.9	0.0	22.2
	WENTWORTH CTY	549.8	104.0	335	81.5	98	0.0	0	85.7	228	0.0	0	112.8	107	17.8	24.8	0.0	23.6
	W.PARRY SOUND	122.1	88.3	472	81.9	73	0.0	0	81.9	297	0.0	0	104.8	83	20.4	24.8	0.0	22.8
	WINDSOR E	751.8	75.9	557	88.4	293	0.0	0	81.5	245	0.0	0	102.8	292	27.4	26.2	0.0	25.8
	YORK CITY E	524.5	81.8	422	94.6	119	0.0	0	89.8	226	0.0	0	109.4	45	35.1	33.3	0.0	36.2
	YORK REG E	1394.7	124.5	154	61.2	131	0.0	0	83.8	268	0.0	0	102.6	185	17.6	29.5	0.0	27.3

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STATISTIQUES SUR LES REMUNERATION - SECONDAIRE

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
SECONDARY												
	ATIKOKAN S	25.0	38417	12.68	6.36	12.0	1789	2.0	51272	1517	872	42554
	BRANT CTY S	376.3	34404	11.06	6.36	206.0	1738	16.0	49485	761	933	37626
	BRUCE CTY S	205.9	34592	10.97	6.34	93.6	1897	9.0	49577	1021	905	37971
	CARLETON S	964.3	36595	10.36	6.38	602.2	1698	37.0	50456	885	850	39063
	CENTRAL ALGOMA	49.5	34041	9.06	6.26	32.0	1832	2.0	51566	1335	1027	38222
	CHAPLEAU S	19.1	32251	7.12	6.13	9.0	1331	2.0	49097	1205	1093	36713
	IROQ.FALLS S	112.0	35757	10.32	6.24	65.5	2574	0.0	0	1035	1018	39315
	DRYDEN S	102.0	36598	10.47	6.03	44.0	2506	6.0	51381	1415	888	40743
	DUFFERIN C S	153.0	33718	10.16	6.11	70.0	1672	6.0	47792	513	863	36361
	DURHAM S	1009.3	34745	9.85	6.28	493.8	1648	39.0	48812	1134	931	38110
	E.PARRY SOUND	71.7	35758	11.58	6.09	23.0	2296	3.0	48306	1701	1460	40131
	EAST YORK S	291.6	35747	10.03	6.49	179.0	1259	21.0	47705	797	815	38382
	ELGIN S	265.8	34230	10.56	6.34	127.0	1379	10.0	51140	846	1068	37392
	ESPANOLA S	67.0	36101	11.16	6.37	47.0	1565	2.0	50257	1085	462	39124
	ESSEX CTY S	525.7	36321	10.73	6.45	239.0	1511	20.0	49674	1251	335	39058
	ETOBICOKE S	1016.5	37379	12.16	6.44	554.0	1719	61.0	48890	819	806	40619
	FT FR-RAINY S	79.0	36139	12.00	6.18	36.5	1457	4.0	48612	1172	1145	39698
	FRONTENAC CTY	444.2	35632	10.62	6.38	236.9	1359	22.0	48672	667	836	38491
	GERALDTON S	43.1	34113	9.83	5.72	19.5	2889	3.0	51266	1235	937	38624
	GREY CTY S	309.1	35414	11.17	6.43	170.0	1917	20.0	40612	732	963	38416
	HALDIMAND S	162.9	35482	10.55	6.35	92.0	1677	8.0	49607	915	848	38809
	HALIBURTON S	38.5	36013	10.18	6.26	17.0	1694	1.0	50000	696	980	38773
	HALTON S	1086.0	35664	10.46	6.35	508.0	2056	51.0	49093	874	1000	39059
	HAMILTON S	951.1	37365	12.36	6.38	660.1	1372	41.0	49483	796	876	40451
	HASTINGS CTY S	439.5	35485	11.92	6.22	254.0	1703	24.0	48359	699	862	38646
	HEARST S	58.0	31400	8.72	5.95	24.0	2642	0.0	0	1230	807	34530
	HORNEPAYNE S	8.2	33631	7.29	5.89	0.0	0	1.0	47000	1304	1034	37423
	HURON CTY S	235.5	37101	11.69	6.38	109.5	1894	10.0	50820	802	988	40295
	KAPUSKASING S	104.9	34863	9.77	6.24	60.0	1718	7.0	44233	1538	599	38507
	KENORA S	79.5	38695	12.95	6.26	38.0	1788	2.0	51000	1109	743	41683
	KENT CTY S	402.7	36090	11.39	6.46	212.0	1537	22.4	49036	1086	884	39509
	KIRKLAND LAKE	77.8	35955	12.16	6.13	33.6	1710	3.0	49996	1433	884	39504
	LAKEHEAD S	527.8	38083	11.25	6.45	516.0	715	23.5	50021	1364	855	41480
	LAKE SUPERIOR	56.5	33461	8.10	5.84	36.0	1403	7.0	47600	707	1012	37534
	LAMBTON CTY S	430.6	36611	11.88	6.42	271.0	1298	17.0	50302	1109	1065	40091
	LANARK CTY S	194.5	34878	10.39	6.12	108.5	2095	11.0	49837	801	785	38371
	LEEDS,GREN S	345.7	34781	10.18	6.27	207.0	1319	19.0	50117	949	1021	38299
	LENNOX,ADD.S	165.1	36087	11.27	6.37	65.6	2146	6.0	51052	713	925	39073
	LINCOLN CTY S	678.3	37895	12.27	6.42	406.0	2281	0.0	0	1352	868	41480
	LONDON S	990.6	35767	12.01	6.47	537.2	1615	53.0	47382	1231	882	39300
	MANITOULIN S	46.0	36640	11.72	6.24	21.0	1641	2.0	52660	1423	699	40147
	MICHIPICOTEN S	28.0	34373	9.36	5.75	19.0	1661	3.0	48250	1137	902	38772

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
	MIDDLESEX CTY	252.1	36121	11.21	6.45	133.0	1908	11.5	49997	892	986	39568
	MUSKOKA S	148.6	34774	11.16	6.26	169.7	1086	3.0	49348	654	1159	38092
	NIAGARA SOUTH	734.0	37000	12.13	6.36	481.0	1238	43.0	49196	1530	907	40879
	NIP-RED ROCK S	30.0	35246	10.22	5.98	18.0	2348	1.0	26232	1055	881	38254
	NIPISSING S	380.0	37122	11.99	6.46	261.9	2209	0.0	0	1362	1098	41104
	NORFOLK CTY S	227.5	35774	11.04	6.32	128.0	1590	10.0	50135	967	884	39087
	NORTH SHORE S	122.6	32822	8.28	6.08	184.7	1104	7.0	51017	1234	716	37329
	NORTHUMBERLAND	418.2	35241	10.40	6.39	215.8	1591	19.5	49832	727	957	38360
	NORTH YORK S	2002.0	37005	11.71	6.41	1132.0	1484	99.2	49138	758	778	39913
	OTTAWA S	1344.4	36731	12.27	6.34	603.0	1827	82.0	47712	723	902	39759
	OXFORD CTY S	327.0	35041	10.53	6.46	174.0	1839	16.0	50339	677	937	38301
	PEEL S	2012.3	36633	10.04	6.44	1132.2	1623	86.0	51188	1117	927	40149
	PERTH S	269.5	36486	11.55	6.40	132.5	1827	12.0	49950	459	764	39142
	PETERBOROUGH S	401.4	37067	12.09	6.44	148.0	1801	15.0	50611	1039	1157	40392
	PRES,RUSSELL S	281.4	34224	9.89	6.27	170.0	1823	11.0	50278	1258	1052	38198
	PRINCE EDWARD	68.5	35603	12.56	5.99	20.0	2037	3.0	49264	714	1032	38491
	RED LAKE S	23.0	33497	7.96	6.04	4.0	3275	0.0	51484	957	1465	36488
	RENFREW CTY S	375.7	34987	11.12	6.24	197.0	1645	17.0	48926	563	744	37723
	S.STE.MARIE S	360.5	36857	12.08	6.49	266.0	1621	14.0	48728	1463	1139	41054
	SCARBOROUGH S	2092.0	36187	10.74	6.41	1118.0	1523	93.0	49495	825	1257	39615
	SIMCOE CTY S	909.7	36532	11.23	6.30	429.0	1836	36.0	51611	867	860	39666
	S,D,GLENGARRY	475.6	36564	11.75	6.20	292.8	1709	22.3	49845	717	1178	40099
	SUDBURY S	744.5	36513	11.36	6.45	438.0	1490	35.0	49290	1148	876	39947
	TIMISKAMING S	140.1	36787	10.95	6.33	66.5	1902	8.0	52950	1227	1029	40770
	TIMMINS S	205.0	34748	10.76	6.10	90.0	2250	9.0	49843	1719	814	38863
	TORONTO S	2214.5	36444	11.33	6.39	1815.5	1271	105.0	48173	739	1013	39722
	VICTORIA S	167.0	35471	11.00	6.39	122.0	1491	6.0	48990	748	797	38536
	WATERLOO CTY S	1092.2	36511	10.47	6.48	560.2	1879	46.0	50045	912	1024	39919
	WELLINGTON S	520.7	35621	10.84	6.39	458.7	1348	19.0	51206	1010	785	39111
	WENTWORTH CTY	389.9	35964	11.02	6.42	232.8	1750	16.0	50391	1070	1400	40003
	W.PARRY SOUND	76.8	36391	11.63	6.22	34.0	1617	4.0	49510	867	926	39514
	WINDSOR S	632.5	35997	12.09	6.48	1095.0	1815	51.0	45553	1456	947	42021
	YORK CITY S	455.5	36484	11.07	6.44	273.0	1484	23.0	48399	812	763	39479
	YORK REG S	950.0	36045	10.75	6.30	659.3	1544	34.7	50239	937	908	39424
# OF CASES	76											
	SUMMARY	34082.5	36233	11.1	6.4	20710.3	1598	1555.1	49131	957	937	39618

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING* NO.	COST OF LIVING* AVG.$	OTHER NO.	OTHER AVG.$
SECONDARY																	
	ATIKOKAN S	0.0	0	0.0	0	7.0	2450	1.0	1217	4.0	775	0.0	0	0.0	0	0.0	0
	BRANT CTY S	0.0	0	0.0	0	113.0	2483	28.0	1088	65.0	725	0.0	0	0.0	0	0.0	0
	BRUCE CTY S	0.0	0	0.0	0	66.6	2353	0.0	0	20.0	660	0.0	0	0.0	0	7.0	1100
	CARLETON S	0.0	0	0.0	0	236.0	2744	189.2	1398	177.0	623	0.0	0	0.0	0	0.0	0
	CENTRAL ALGOMA	0.0	0	0.0	0	9.0	2882	22.0	1460	1.0	561	0.0	0	0.0	0	0.0	0
	CHAPLEAU S	0.0	0	0.0	0	4.0	1838	4.0	989	1.0	675	0.0	0	0.0	0	0.0	0
	IROQ.FALLS S	2.0	13839	4.0	8167	40.5	2411	0.0	0	11.0	712	8.0	350	0.0	0	0.0	0
	DRYDEN S	0.0	0	0.0	0	25.0	3000	10.5	2698	8.5	816	0.0	0	0.0	0	0.0	0
	DUFFERIN C S	0.0	0	0.0	0	34.0	2702	20.0	734	16.0	655	0.0	0	0.0	0	0.0	0
	DURHAM S	0.0	0	0.0	0	346.5	2067	0.0	0	136.5	605	9.8	398	0.0	0	1.0	400
	E.PARRY SOUND	0.0	0	0.0	0	12.0	3351	3.0	2400	8.0	673	0.0	0	0.0	0	0.0	0
	EAST YORK S	0.0	0	0.0	0	81.0	1940	85.0	742	9.0	265	4.0	684	0.0	0	0.0	0
	ELGIN S	0.0	0	0.0	0	77.0	1954	4.0	500	46.0	495	0.0	0	0.0	0	0.0	0
	ESPANOLA S	0.0	0	0.0	0	24.0	2213	13.0	745	8.0	1000	1.0	2535	0.0	0	1.0	250
	ESSEX CTY S	0.0	0	0.0	0	117.0	2136	43.0	1628	79.0	523	0.0	0	0.0	0	0.0	0
	ETOBICOKE S	0.0	0	0.0	0	321.0	2340	10.0	3022	163.0	763	60.0	778	0.0	0	0.0	0
	FT FR-RAINY S	0.0	0	0.0	0	25.0	1948	0.0	0	11.0	245	.5	3558	0.0	0	0.0	0
	FRONTENAC CTY	0.0	0	0.0	0	119.5	1827	117.4	883	0.0	0	0.0	0	0.0	0	0.0	0
	GERALDTON S	0.0	0	.5	46550	13.0	2197	0.0	0	6.0	750	0.0	0	0.0	0	0.0	0
	GREY CTY S	0.0	0	0.0	0	114.0	2246	8.0	4266	48.0	746	0.0	0	0.0	0	0.0	0
	HALDIMAND S	0.0	0	0.0	0	62.0	2037	5.0	1234	25.0	873	0.0	0	0.0	0	0.0	0
	HALIBURTON S	0.0	0	0.0	0	10.0	2420	1.0	200	4.0	100	0.0	0	0.0	0	2.0	2000
	HALTON S	0.0	0	0.0	0	215.0	3471	77.0	1427	201.0	800	0.0	0	0.0	0	15.0	1831
	HAMILTON S	0.0	0	0.0	0	335.0	2094	39.0	969	147.5	574	134.6	555	0.0	0	4.0	1763
	HASTINGS CTY S	0.0	0	0.0	0	146.0	2123	63.0	1499	45.0	627	0.0	0	0.0	0	0.0	0
	HEARST S	1.0	12163	1.0	7074	11.0	2093	9.0	2239	2.0	500	0.0	0	0.0	0	0.0	0
	HORNEPAYNE S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON CTY S	0.0	0	0.0	0	75.0	2325	0.0	0	34.5	955	0.0	0	0.0	0	0.0	0
	KAPUSKASING S	0.0	0	0.0	0	39.0	1888	21.0	1402	0.0	0	0.0	0	0.0	0	0.0	0
	KENORA S	0.0	0	3.0	4937	18.0	2434	0.0	0	17.0	549	0.0	0	0.0	0	0.0	0
	KENT CTY S	0.0	0	0.0	0	109.0	2226	37.0	1161	66.0	609	0.0	0	0.0	0	0.0	0
	KIRKLAND LAKE	0.0	0	0.0	0	23.0	2189	3.6	574	7.0	718	0.0	0	0.0	0	0.0	0
	LAKEHEAD S	0.0	0	0.0	0	157.0	1611	252.0	203	74.0	699	33.0	400	0.0	0	0.0	0
	LAKE SUPERIOR	0.0	0	0.0	0	23.0	1626	8.0	1009	5.0	1012	0.0	0	0.0	0	0.0	0
	LAMBTON CTY S	0.0	0	0.0	0	147.0	1823	61.0	807	63.0	550	0.0	0	0.0	0	0.0	0
	LANARK CTY S	0.0	0	0.0	0	59.5	2621	8.0	4818	41.0	802	0.0	0	0.0	0	0.0	0
	LEEDS,GREN S	0.0	0	0.0	0	140.0	1528	25.0	1406	39.0	608	0.0	0	0.0	0	3.0	100
	LENNOX,ADD.S	0.0	0	0.0	0	44.8	2852	0.0	0	20.8	625	0.0	0	0.0	0	0.0	0
	LINCOLN CTY S	13.0	12405	15.0	6865	240.0	2265	50.0	947	86.0	699	2.0	5389	0.0	0	0.0	0
	LONDON S	0.0	0	0.0	0	382.0	1960	0.0	0	154.2	764	0.0	0	0.0	0	1.0	1200
	MANITOULIN S	0.0	0	0.0	0	13.0	2285	7.0	609	1.0	500	0.0	0	0.0	0	0.0	0
	MICHIPICOTEN S	0.0	0	0.0	0	12.0	2149	3.0	655	4.0	950	0.0	0	0.0	0	0.0	0

* TO INCLUDE LUMP SUM PAYMENTS

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING* NO.	COST OF LIVING* AVG.$	OTHER NO.	OTHER AVG.$
	MIDDLESEX CTY	0.0	0	0.0	0	86.0	2366	12.0	2444	35.0	600	0.0	0	0.0	0	0.0	0
	MUSKOKA S	0.0	0	0.0	0	123.6	1166	11.5	620	31.6	916	0.0	0	0.0	0	3.0	1363
	NIAGARA SOUTH	0.0	0	0.0	0	300.0	1607	36.0	980	145.0	540	0.0	0	0.0	0	0.0	0
	NIP-RED ROCK S	1.0	11000	1.0	5500	9.0	2032	2.0	2414	4.0	575	1.0	350	0.0	0	0.0	0
	NIPISSING S	7.0	14074	9.0	8706	119.0	2784	11.0	2733	38.1	610	0.0	0	0.0	0	77.8	218
	NORFOLK CTY S	0.0	0	0.0	0	92.0	1825	15.0	1335	21.0	744	0.0	0	0.0	0	0.0	0
	NORTH SHORE S	0.0	0	0.0	0	36.0	1763	9.0	4222	10.0	650	0.0	0	129.7	740	0.0	0
	NORTHUMBERLAND	0.0	0	0.0	0	135.0	1975	20.8	1338	60.8	814	0.0	0	0.0	0	0.0	0
	NORTH YORK S	0.0	0	0.0	0	642.0	2083	0.0	0	377.0	719	113.0	633	0.0	0	0.0	0
	OTTAWA S	0.0	0	0.0	0	384.0	2584	0.0	0	219.0	500	0.0	0	0.0	0	0.0	0
	OXFORD CTY S	0.0	0	0.0	0	124.0	2305	12.0	868	38.0	622	0.0	0	0.0	0	0.0	0
	PEEL S	0.0	0	0.0	0	780.9	2148	0.0	0	315.3	474	27.0	300	0.0	0	9.0	367
	PERTH S	0.0	0	0.0	0	89.0	2257	17.0	1392	26.5	662	0.0	0	0.0	0	0.0	0
	PETERBOROUGH S	0.0	0	0.0	0	94.0	2597	0.0	0	54.0	414	0.0	0	0.0	0	0.0	0
	PRES,RUSSELL S	0.0	0	0.0	0	86.0	2361	56.0	1528	28.0	762	0.0	0	0.0	0	0.0	0
	PRINCE EDWARD	0.0	0	0.0	0	14.5	2413	3.0	1252	2.0	600	.5	1600	0.0	0	0.0	0
	RED LAKE S	0.0	0	0.0	0	4.0	3275	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	RENFREW CTY S	0.0	0	0.0	0	113.0	2387	45.0	708	38.0	592	0.0	0	0.0	0	1.0	25
	S.STE.MARIE S	0.0	0	0.0	0	118.0	2123	56.0	1947	37.0	709	55.0	825	0.0	0	0.0	0
	SCARBOROUGH S	0.0	0	0.0	0	593.0	2247	0.0	0	379.0	706	146.0	701	0.0	0	0.0	0
	SIMCOE CTY S	0.0	0	0.0	0	289.0	2191	49.0	1769	91.0	742	0.0	0	0.0	0	0.0	0
	S,D,GLENGARRY	0.0	0	0.0	0	163.0	2433	73.7	844	44.0	438	0.0	0	0.0	0	12.1	1862
	SUDBURY S	0.0	0	0.0	0	314.0	1788	25.0	1376	87.0	346	12.0	2236	0.0	0	0.0	0
	TIMISKAMING S	0.0	0	0.0	0	38.5	2530	9.0	1546	19.0	800	0.0	0	0.0	0	0.0	0
	TIMMINS S	0.0	0	0.0	0	72.0	2637	0.0	0	18.0	700	0.0	0	0.0	0	0.0	0
	TORONTO S	0.0	0	0.0	0	656.0	2098	453.0	841	462.8	704	218.0	706	0.0	0	26.5	2691
	VICTORIA S	0.0	0	0.0	0	63.0	2212	32.0	559	24.0	712	3.0	2500	0.0	0	0.0	0
	WATERLOO CTY S	0.0	0	0.0	0	297.0	2739	64.0	1131	199.2	837	0.0	0	0.0	0	0.0	0
	WELLINGTON S	0.0	0	0.0	0	187.0	2051	134.9	745	96.8	1185	28.2	530	0.0	0	12.6	437
	WENTWORTH CTY	0.0	0	0.0	0	134.0	2292	17.0	1835	61.0	735	0.0	0	0.0	0	20.0	1141
	W.PARRY SOUND	0.0	0	0.0	0	19.0	2208	5.0	905	10.0	850	0.0	0	0.0	0	0.0	0
	WINDSOR S	0.0	0	0.0	0	141.0	2173	38.0	1036	167.0	541	28.0	386	683.0	2234	38.0	376
	YORK CITY S	0.0	0	0.0	0	143.0	2165	0.0	0	101.0	755	29.0	661	0.0	0	0.0	0
	YORK REG S	0.0	0	0.0	0	299.6	2309	201.8	847	143.9	670	0.0	0	0.0	0	14.0	4239
# OF CASES	76																
	SUMMARY	24.0	12943	33.5	7900	10805.5	2199	2636.4	1041	5236.6	670	913.6	679	812.7	1996	248.0	1083

* TO INCLUDE LUMP SUM PAYMENTS

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

		TYPE OF OFF-GRID SALARY											
		PRINCIPALS		VICE PRINCIPALS		TEACHERS OF THR		COORDINATORS CONSULTANTS		TEACHERS WITH PRE-CATEGORY QUALIFICATIONS		OTHER OFF-GRID TEACHERS	
AGREEMENT TYPE	BOARD NAME	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
SECONDARY	ATIKOKAN S	1.0	54317	1.0	48228	0.0	0	0.0	0	0.0	0	0.0	0
	BRANT CTY S	6.0	53299	10.0	47198	0.0	0	0.0	0	0.0	0	0.0	0
	BRUCE CTY S	6.0	51074	3.0	46584	0.0	0	0.0	0	0.0	0	0.0	0
	CARLETON S	17.0	53295	16.0	48214	0.0	0	2.0	46261	0.0	0	2.0	48450
	CENTRAL ALGOMA	1.0	54174	1.0	48958	0.0	0	0.0	0	0.0	0	0.0	0
	CHAPLEAU S	1.0	54675	1.0	43519	0.0	0	0.0	0	0.0	0	0.0	0
	IROQ.FALLS S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DRYDEN S	3.0	53925	3.0	48838	0.0	0	0.0	0	0.0	0	0.0	0
	DUFFERIN C S	2.0	51898	4.0	45739	0.0	0	0.0	0	0.0	0	0.0	0
	DURHAM S	17.0	52702	22.0	45806	0.0	0	0.0	0	0.0	0	0.0	0
	E.PARRY SOUND	1.0	52960	1.0	46330	0.0	0	1.0	45630	0.0	0	0.0	0
	EAST YORK S	7.0	52761	6.0	46741	0.0	0	8.0	44006	0.0	0	0.0	0
	ELGIN S	5.0	53940	5.0	48340	0.0	0	0.0	0	0.0	0	0.0	0
	ESPANOLA S	1.0	53420	1.0	47095	0.0	0	0.0	0	0.0	0	0.0	0
	ESSEX CTY S	9.0	53018	11.0	46939	0.0	0	0.0	0	0.0	0	0.0	0
	ETOBICOKE S	20.0	53579	32.0	46646	0.0	0	9.0	46452	0.0	0	0.0	0
	FT FR-RAINY S	3.0	49757	1.0	45180	0.0	0	0.0	0	0.0	0	0.0	0
	FRONTENAC CTY	9.0	52836	10.0	46542	0.0	0	3.0	43280	0.0	0	0.0	0
	GERALDTON S	2.0	52750	1.0	48300	0.0	0	0.0	0	0.0	0	0.0	0
	GREY CTY S	5.0	51622	7.0	45363	0.0	0	0.0	0	0.0	0	8.0	29576
	HALDIMAND S	4.0	52235	4.0	46980	0.0	0	0.0	0	0.0	0	0.0	0
	HALIBURTON S	1.0	50000	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALTON S	18.0	52870	24.0	46818	0.0	0	9.0	47606	0.0	0	0.0	0
	HAMILTON S	21.0	51791	20.0	47061	0.0	0	0.0	0	0.0	0	0.0	0
	HASTINGS CTY S	8.0	52633	16.0	46222	0.0	0	0.0	0	0.0	0	0.0	0
	HEARST S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HORNEPAYNE S	1.0	47000	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON CTY S	5.0	54120	5.0	47520	0.0	0	0.0	0	0.0	0	0.0	0
	KAPUSKASING S	3.0	50496	3.0	45997	0.0	0	0.0	0	1.0	20151	0.0	0
	KENORA S	2.0	51000	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KENT CTY S	9.9	52094	12.0	46473	0.0	0	.5	50020	0.0	0	0.0	0
	KIRKLAND LAKE	2.0	50504	1.0	48980	0.0	0	0.0	0	0.0	0	0.0	0
	LAKEHEAD S	10.0	53398	13.0	48559	0.0	0	0.0	0	.5	20520	0.0	0
	LAKE SUPERIOR	3.0	49833	4.0	45926	0.0	0	0.0	0	0.0	0	0.0	0
	LAMBTON CTY S	7.0	54160	10.0	47602	0.0	0	0.0	0	0.0	0	0.0	0
	LANARK CTY S	4.0	53030	6.0	46980	0.0	0	1.0	54210	0.0	0	0.0	0
	LEEDS,GREN S	9.0	53232	10.0	47315	0.0	0	0.0	0	0.0	0	0.0	0
	LENNOX,ADD.S	2.5	54926	3.5	48285	0.0	0	0.0	0	0.0	0	0.0	0
	LINCOLN CTY S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LONDON S	16.0	51235	29.0	45728	0.0	0	8.0	45676	0.0	0	0.0	0
	MANITOULIN S	1.0	54945	1.0	50375	0.0	0	0.0	0	0.0	0	0.0	0
	MICHIPICOTEN S	1.0	52000	2.0	46375	0.0	0	0.0	0	0.0	0	.5	49944
	MIDDLESEX CTY	5.0	53822	6.0	46815	0.0	0	0.0	0	0.0	0	0.0	0
	MUSKOKA S	3.0	49348	0.0	0	0.0	0	0.0	0	0.0	0		

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPE OF OFF-GRID SALARY: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	TEACHERS OF TIME NO.	TEACHERS OF TIME AVG.$	COORDINATORS CONSULTANTS NO.	COORDINATORS CONSULTANTS AVG.$	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS NO.	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS AVG.$	OTHER OFF-GRID TEACHERS NO.	OTHER OFF-GRID TEACHERS AVG.$
	NIAGARA SOUTH	17.0	53189	17.0	46948	0.0	0	9.0	45919	0.0	0	0.0	0
	NIP-RED ROCK S	0.0	0	0.0	0	0.0	0	0.0	0	1.0	26232	0.0	0
	NIPISSING S	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORFOLK CTY S	5.0	53520	5.0	46750	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH SHORE S	4.0	52615	3.0	48887	0.0	0	0.0	0	0.0	0	0.0	0
	NORTHUMBERLAND	7.9	54258	10.0	46625	0.0	0	1.2	48025	0.0	0	.4	48025
	NORTH YORK S	31.0	53454	53.0	45998	0.0	0	14.0	51770	0.0	0	1.2	45443
	OTTAWA S	27.0	52196	50.0	45885	0.0	0	0.0	0	0.0	0	5.0	41781
	OXFORD CTY S	7.0	53686	9.0	47737	0.0	0	0.0	0	0.0	0	0.0	0
	PEEL S	27.0	55215	46.2	49449	0.0	0	13.0	48983	0.0	0	0.0	0
	PERTH S	5.0	53655	7.0	47305	0.0	0	0.0	0	0.0	0	0.0	0
	PETERBOROUGH S	7.0	53992	8.0	47653	0.0	0	0.0	0	0.0	0	0.0	0
	PRES,RUSSELL S	6.0	53052	5.0	46950	0.0	0	0.0	0	0.0	0	0.0	0
	PRINCE EDWARD	1.0	52105	2.0	47844	0.0	0	0.0	0	0.0	0	0.0	0
	RED LAKE S	0.0	51484	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	RENFREW CTY S	7.0	52386	10.0	46505	0.0	0	0.0	0	0.0	0	0.0	0
	S.STE.MARIE S	6.0	51597	8.0	46577	0.0	0	0.0	0	0.0	0	0.0	0
	SCARBOROUGH S	26.0	53314	53.0	47838	0.0	0	13.0	49650	0.0	0	1.0	33045
	SIMCOE CTY S	15.0	56135	20.0	47951	0.0	0	1.0	56957	0.0	0	0.0	0
	S,D,GLENGARRY	13.0	53620	7.0	48801	0.0	0	0.0	0	.6	21097	1.7	35427
	SUDBURY S	16.0	52300	19.0	46756	0.0	0	0.0	0	0.0	0	0.0	0
	TIMISKAMING S	4.0	56200	4.0	49700	0.0	0	0.0	0	0.0	0	0.0	0
	TIMMINS S	3.0	54278	5.0	47927	0.0	0	1.0	46124	0.0	0	0.0	0
	TORONTO S	28.0	53745	61.0	45469	0.0	0	16.0	48737	0.0	0	0.0	0
	VICTORIA S	3.0	53339	3.0	44648	0.0	0	0.0	0	0.0	0	0.0	0
	WATERLOO CTY S	16.0	53881	27.0	47853	0.0	0	3.0	49324	0.0	0	0.0	0
	WELLINGTON S	9.0	54594	10.0	48158	0.0	0	0.0	0	0.0	0	0.0	0
	WENTWORTH CTY	8.0	53137	8.0	47645	0.0	0	0.0	0	0.0	0	0.0	0
	W.PARRY SOUND	1.0	54676	3.0	47788	0.0	0	0.0	0	0.0	0	0.0	0
	WINDSOR S	11.0	51251	14.0	45064	0.0	0	11.0	44882	0.0	0	15.0	42910
	YORK BOROUGH S	7.0	53560	14.0	45995	0.0	0	2.0	47174	0.0	0	0.0	0
	YORK REG S	14.8	53936	19.9	47491	0.0	0	0.0	0	0.0	0	0.0	0
# OF CASES		76											
	SUMMARY	585.1	53159	806.4	46939			125.7	47726			37.9	38195

(COMBINED)

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREE-MENT TYPE	BOARD NAME	INSURED BENEFITS											PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
		ONIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
SEC	ATIKOKAN S	624	45	61	157	595	0	35	412	64	298	90	0	0
	BRANT CTY S	328	87	0	0	178	0	168	506	83	340	5	397	0
	BRUCE CTY S	473	109	0	0	0	181	257	528	68	309	8	0	0
	CARLETON S	424	68	0	0	230	13	158	490	60	308	0	84	0
	CENTRAL ALGOMA	534	164	0	0	383	0	254	518	74	355	80	0	0
	CHAPLEAU S	547	0	32	188	271	0	247	621	88	362	22	0	0
	IROQ.FALLS S	445	144	0	0	208	0	238	615	62	341	0	194	12
	DRYDEN S	553	161	0	0	294	295	113	525	62	301	0	0	0
	DUFFERIN C S	388	97	0	0	0	0	28	481	66	316	0	0	0
	DURHAM S	457	258	0	0	0	212	207	508	0	387	35	324	0
	E.PARRY SOUND	567	155	52	0	248	477	203	533	67	804	56	0	24
	EAST YORK S	332	110	30	0	276	0	49	502	11	301	0	265	0
	ELGIN S	375	0	0	0	0	131	340	660	53	355	0	159	0
	ESPANOLA S	545	236	0	0	207	0	97	0	60	403	0	141	0
	ESSEX CTY S	539	0	35	184	375	0	117	0	0	308	27	53	0
	ETOBICOKE S	369	124	33	0	246	0	46	529	5	348	4	195	0
	FT FR-RAINY S	613	209	0	0	252	0	98	660	56	344	84	447	0
	FRONTENAC CTY	402	62	23	0	103	0	78	503	55	311	18	315	0
	GERALDTON S	398	153	0	0	308	169	128	566	78	293	0	0	0
	GREY CTY S	443	134	0	0	0	0	156	626	26	312	0	256	0
	HALDIMAND S	468	120	21	0	262	0	52	459	66	323	0	16	0
	HALIBURTON S	388	110	0	0	0	189	9	532	82	366	0	372	0
	HALTON S	403	163	0	0	259	0	49	607	63	330	0	251	0
	HAMILTON S	523	137	18	0	0	0	117	585	64	307	0	356	0
	HASTINGS CTY S	373	88	0	0	103	89	47	479	76	307	0	392	0
	HEARST S	486	0	31	156	286	187	84	432	64	295	15	0	0
	HOPEDAYNE S	650	0	0	128	482	0	44	595	72	367	0	0	0
	HURON CTY S	564	0	32	169	0	0	37	612	64	312	0	515	0
	KAPUSKASING S	474	269	32	0	530	0	232	210	66	324	0	278	0
	KENORA S	465	463	0	0	181	0	0	434	59	250	0	298	0
	KENT CTY S	543	238	0	0	117	0	197	514	61	308	0	39	0
—	KIRKLAND LAKE	480	224	0	0	228	361	219	498	56	329	0	310	51
	LAKEHEAD S	557	147	43	0	317	173	128	480	73	302	0	257	2
	LAKE SUPERIOR	124	167	0	0	234	94	88	517	59	488	28	0	0
	LAMBTON CTY S	439	146	0	0	202	0	321	533	86	446	0	126	0
	LANARK CTY S	480	85	0	0	185	0	51	458	11	316	0	0	0
	LEEDS,GREN S	462	64	0	0	283	0	148	609	74	339	0	193	0
	LEEDOX,ADD.S	0	122	0	0	277	248	66	515	90	328	0	153	0
	LINCOLN CTY S	578	276	0	0	299	136	70	499	64	304	0	276	18
=	LONDON S	467	284	0	0	280	125	155	549	14	319	0	145	0

* NOT INCLUDED IN AVEPAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

INSURED BENEFITS

AGREE-MENT TYPE	BOARD NAME	OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER	PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
	MANITOULIN S	557	282	0	0	345	0	240	346	101	251	0	219	0
	MICHIPICOTEN S	383	118	0	0	312	236	88	496	79	307	20	0	0
	MIDDLESEX CTY	376	154	0	0	324	0	38	580	71	306	29	130	0
	MUSKOKA S	343	159	0	0	123	0	30	534	66	413	147	680	0
	NIAGARA SOUTH	583	266	33	0	334	166	148	551	50	306	0	247	0
	NIP-RED ROCK S	522	81	34	0	289	0	129	465	62	354	0	0	0
	NIPISSING S	571	169	0	0	293	105	225	484	75	385	154	91	0
	NORFOLK CTY S	488	162	20	0	149	0	149	483	70	331	0	891	0
	NORTH SHORE S	402	309	0	0	397	0	126	392	56	269	0	532	0
	NORTHUMBERLAND	0	127	23	0	267	229	82	571	73	313	0	185	0
	NORTH YORK S	338	113	30	0	229	0	49	480	9	288	0	231	73
	OTTAWA S	375	51	15	0	220	0	62	514	16	372	0	280	0
	OXFORD CTY S	328	134	0	0	103	0	112	490	60	326	0	239	0
	PEEL S	497	88	0	0	358	184	78	552	8	367	0	126	0
	PERTH S	379	43	0	0	0	0	37	393	88	283	0	248	31
	PETERBOROUGH S	447	160	24	0	215	0	195	664	69	303	122	317	0
	PRES.RUSSELL S	478	190	23	0	228	161	178	553	85	324	90	82	0
	PRINCE EDWARD	443	105	0	0	135	0	30	639	94	299	0	0	0
	RED LAKE S	591	261	0	0	184	0	0	896	152	417	0	0	0
	RENFREW CTY S	343	46	0	0	87	0	87	418	39	286	0	616	7
	S.STE.MARIE S	527	365	0	0	436	0	134	724	55	360	0	326	0
	SCARBOROUGH S	397	136	34	0	208	0	51	808	5	444	0	124	0
	SIMCOE CTY S	438	131	0	0	129	108	62	516	34	310	0	182	0
	S.D.GLENGARRY	474	112	0	0	131	0	0	611	61	358	148	272	0
	SUDBURY S	516	209	30	0	193	0	200	492	82	302	0	169	0
	TIMISKAMING S	566	115	56	0	102	272	115	567	57	389	16	422	81
	TIMMINS S	481	158	0	0	257	236	587	387	62	308	57	351	0
	TORONTO S	306	103	27	0	265	0	38	549	32	432	0	76	0
	VICTORIA S	407	96	0	0	149	0	96	365	60	372	0	107	0
	WATERLOO CTY S	502	177	0	0	157	0	76	530	45	448	1	118	0
	WELLINGTON S	457	189	0	0	258	0	105	433	51	302	0	88	0
—	WENTWORTH CTY	502	116	16	0	269	0	167	553	185	641	21	0	0
	W.PARRY SOUND	440	70	0	0	273	0	83	495	69	363	0	454	0
	WINDSOR S	526	287	33	0	409	0	201	525	4	327	91	138	0
	YORK CITY S	328	121	33	0	285	0	46	465	2	296	0	176	0
	YORK REG S	252	129	23	0	301	0	233	549	58	301	0	193	0
8CASES	76													
—	SUMMARY	425		158		222	44	108	534	41	350	12		
			(COMBINED)											

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			%	$	%	$	%	$	%	$	%	$	%	$	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
SEC																		
	ATIKOKAN S	27.0	96.3	648	88.9	50	88.9	177	88.9	669	96.3	0	96.3	36	7.7	8.3	8.3	8.3
	BRANT CTY S	392.3	84.4	389	84.6	103	0.0	0	89.7	198	67.3	0	98.6	170	15.7	14.8	0.0	17.0
	BRUCE CTY S	214.9	87.0	544	87.5	125	0.0	0	0.0	0	96.3	188	100.5	256	13.9	10.6	0.0	0.0
	CARLETON S	1001.3	86.5	498	89.1	67	0.0	0	91.6	251	88.8	15	104.2	152	20.6	21.3	0.0	19.4
	CENTRAL ALGOMA	51.5	91.3	585	95.1	172	0.0	0	97.1	395	101.0	0	101.0	252	14.9	18.4	0.0	20.0
	CHAPLEAU S	21.1	90.0	608	0.0	0	99.5	189	94.8	286	0.0	0	104.3	236	21.1	0.0	19.0	20.0
	IROQ.FALLS S	112.0	89.3	498	92.0	157	0.0	0	90.2	231	90.2	0	102.7	232	26.0	22.3	0.0	23.8
	DRYDEN S	108.0	88.0	628	94.4	178	0.0	0	94.4	311	100.9	292	100.9	112	15.8	14.7	0.0	14.7
	DUFFERIN C S	159.0	87.4	444	90.6	107	0.0	0	0.0	0	0.0	0	102.5	27	17.3	18.1	0.0	0.0
	DURHAM S	1048.3	83.1	551	85.9	308	0.0	0	85.9	0	103.7	284	103.7	280	23.8	26.4	0.0	26.4
	E.PARRY SOUND	74.7	80.3	706	89.7	173	0.0	0	88.4	280	105.8	451	108.4	187	16.7	16.4	0.0	18.2
	EAST YORK S	312.6	54.1	615	58.5	187	0.0	0	60.5	456	0.0	0	99.5	49	59.2	53.6	0.0	51.3
	ELGIN S	275.0	93.2	402	0.0	0	0.0	0	0.0	0	101.2	130	104.8	324	19.5	0.0	0.0	0.0
	ESPANOLA S	69.0	79.7	683	78.3	302	0.0	0	71.0	292	78.3	0	107.2	90	9.1	14.8	0.0	16.3
	ESSEX CTY S	545.7	90.2	598	0.0	0	92.0	202	92.9	484	78.6	0	100.4	116	17.3	0.0	16.5	16.6
	ETOBICOKE S	1077.5	85.8	430	89.9	138	0.0	0	86.0	286	0.0	0	99.3	47	25.7	25.5	0.0	27.3
	FT FR-RAINY R	83.0	92.8	661	92.8	226	0.0	0	83.1	303	0.0	0	100.0	98	9.1	13.0	0.0	4.3
	FRONTENAC CTY	466.2	86.4	465	73.4	84	0.0	0	87.1	118	80.9	0	93.5	83	15.6	13.5	0.0	16.3
	GERALDTON S	46.1	73.8	540	86.8	176	0.0	0	86.8	447	102.8	166	102.8	126	26.5	25.8	0.0	25.8
	GREY CTY S	329.1	93.9	471	88.7	151	0.0	0	0.0	0	95.7	0	100.6	155	14.6	13.4	0.0	0.0
	HALDIMAND S	170.9	90.7	587	84.8	142	0.0	0	91.9	285	98.9	0	100.1	52	14.8	15.2	0.0	14.0
	HALIBURTON S	39.5	88.6	437	93.7	117	0.0	0	0.0	0	98.7	192	98.7	9	22.9	21.6	0.0	0.0
	HALTON S	1137.0	84.0	480	85.8	198	0.0	0	86.0	381	0.0	0	92.4	53	22.3	24.4	0.0	23.1
	HAMILTON S	992.1	89.1	587	89.4	154	0.0	0	0.0	0	0.0	0	101.2	116	19.3	18.9	0.0	0.0
	HASTINGS CTY S	463.5	76.2	498	76.2	116	0.0	0	74.2	139	95.4	93	107.9	43	13.9	13.6	0.0	15.4
	HEARST S	58.0	86.2	564	0.0	0	87.9	177	87.9	326	100.0	187	100.0	84	28.0	0.0	27.5	25.5
	HORNEPAYNE S	9.2	108.7	598	0.0	0	108.7	118	108.7	444	0.0	0	108.7	41	20.0	0.0	20.0	20.0
	HURON CTY S	245.5	94.9	594	0.0	0	93.3	182	0.0	0	100.6	0	94.9	39	16.7	0.0	17.0	0.0
	KAPUSKASING S	111.9	76.0	624	85.8	314	0.0	0	90.3	587	100.1	0	17.9	1299	16.5	16.8	0.0	16.8
	KENORA S	81.5	93.3	499	99.4	466	0.0	0	78.5	231	99.4	0	99.4	0	14.5	17.3	0.0	15.6
	KENT CTY S	425.1	89.6	605	90.8	253	0.0	0	89.9	138	0.0	0	102.8	192	12.6	12.4	0.0	12.6
	KIRKLAND LAKE	80.8	87.9	455	94.1	238	0.0	0	92.8	246	104.0	347	104.8	211	19.7	18.4	0.0	17.3
	LAKEHEAD S	551.3	89.1	625	97.4	151	0.0	0	94.9	334	100.1	172	107.9	119	14.5	14.2	0.0	15.1
	LAKE SUPERIOR	63.5	116.5	107	92.9	100	0.0	0	92.9	251	100.8	93	100.8	87	23.0	27.1	0.0	25.4
	LAMBTON CTY S	447.6	86.2	510	86.7	169	0.0	0	85.3	237	0.0	0	103.7	310	15.5	15.7	0.0	15.7
	LANARK CTY S	205.5	95.4	503	93.9	90	0.0	0	92.5	200	75.4	0	103.2	50	19.4	19.7	0.0	18.4
	LEEDS,GREN S	364.7	86.9	532	88.0	73	0.0	0	94.3	300	86.9	0	101.2	138	24.3	22.7	0.0	23.3
	LENNOX,ADD.S	171.1	80.7	0	97.0	125	0.0	0	96.4	288	99.4	250	104.0	63	28.3	22.3	0.0	21.8
	LINCOLN CTY S	678.3	91.0	626	95.2	290	0.0	0	93.5	320	99.5	137	102.6	69	12.8	14.2	0.0	14.0
	LONDON S	1043.6	89.6	527	89.1	229	0.0	0	92.4	303	104.4	120	104.4	148	13.5	14.0	0.0	14.7
	MANITOULIN S	48.0	93.8	594	93.8	300	0.0	0	93.8	368	87.5	0	100.8	240	15.6	13.3	0.0	13.3
	MICHIPICOTEN S	31.0	77.4	495	83.9	141	0.0	0	87.1	358	100.0	236	100.0	88	20.8	19.2	0.0	18.5
	MIDDLESEX CTY	263.6	80.8	465	81.2	190	0.0	0	81.9	396	73.2	0	99.4	30	12.2	12.1	0.0	12.0

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP %	OHIP $	EXTENDED HEALTH %	EXTENDED HEALTH $	DRUG PLAN %	DRUG PLAN $	DENTAL PLAN %	DENTAL PLAN $	LONG-TERM DISABILITY %	LONG-TERM DISABILITY $	GROUP INSURANCE %	GROUP INSURANCE $
	MUSKOKA S	151.6	94.3	363	99.6	159	0.0	0	89.7	137	100.2	0	100.2	28
	NIAGARA SOUTH	777.0	91.5	637	94.5	281	0.0	0	94.1	355	98.5	169	101.8	146
	NIP-RED ROCK S	31.0	74.2	704	83.9	97	0.0	0	83.9	344	0.0	0	103.2	125
	NIPISSING S	380.0	94.2	606	96.8	174	0.0	0	97.9	299	105.8	99	105.8	212
	NORFOLK CTY S	237.5	88.8	550	94.7	171	0.0	0	92.2	161	95.2	0	98.1	152
	NORTH SHORE S	129.6	88.0	457	93.4	331	0.0	0	89.5	444	94.9	0	94.9	133
	NORTHUMBERLAND	437.7	65.1	0	77.5	164	0.0	0	78.1	342	101.7	225	101.7	80
	NORTH YORK S	2101.2	85.1	397	91.5	124	0.0	0	88.0	260	0.0	0	104.4	47
	OTTAWA S	1426.4	83.5	449	73.8	70	0.0	0	99.1	222	96.1	0	98.5	63
	OXFORD CTY S	343.0	91.5	358	91.3	146	0.0	0	90.1	115	60.5	0	100.6	112
	PEEL S	2098.3	87.3	569	88.1	100	0.0	0	93.9	381	97.5	107	100.7	69
	PERTH S	281.5	84.5	448	88.1	49	0.0	0	0.0	0	0.0	0	103.7	36
	PETERBOROUGH S	416.4	84.3	530	81.7	195	0.0	0	86.7	248	95.3	0	88.6	220
	PRES.RUSSELL S	292.4	85.2	561	87.9	216	0.0	0	88.9	256	107.0	151	107.0	166
	PRINCE EDWARD	71.5	88.1	503	88.1	119	0.0	0	86.7	156	93.7	0	102.1	30
	RED LAKE S	23.0	95.7	618	130.4	200	0.0	0	73.9	141	130.4	0	130.4	0
	RENFREW CTY S	392.7	89.6	383	89.4	51	0.0	0	89.1	97	98.0	0	62.6	139
	S.STE.MARIE S	374.5	88.4	596	93.5	390	0.0	0	91.6	478	100.4	0	99.6	134
	SCARBOROUGH S	2185.0	80.9	491	82.3	165	0.0	0	82.4	252	0.0	0	101.1	51
	SIMCOE CTY S	945.7	87.8	499	90.4	145	0.0	0	84.4	152	93.6	115	93.7	66
	S,D,GLENGARRY	497.9	92.2	514	85.6	130	0.0	0	93.0	141	78.9	0	83.1	0
	SUDBURY S	779.5	86.2	598	86.1	242	0.0	0	87.5	220	87.7	0	103.7	193
	TIMISKAMING S	140.1	91.8	617	91.8	125	0.0	0	75.6	135	100.6	271	100.6	115
	TIMMINS S	214.0	89.7	536	92.5	170	0.0	0	92.5	278	91.6	258	101.9	576
	TORONTO S	2319.5	85.8	356	93.2	111	0.0	0	94.9	279	0.0	0	100.5	38
	VICTORIA S	173.0	91.3	445	80.3	120	0.0	0	83.2	180	91.3	0	97.1	99
	WATERLOO CTY S	1138.2	90.6	554	89.5	198	0.0	0	89.2	176	0.0	0	106.0	71
	WELLINGTON S	539.7	91.3	501	93.6	202	0.0	0	95.6	270	99.3	0	105.1	180
	WENTWORTH CTY	485.9	118.7	422	101.5	114	0.0	0	101.3	265	0.0	0	126.8	130
	W.PARRY SOUND	88.8	89.1	494	94.1	75	0.0	0	91.6	298	0.0	0	100.2	83
	WINDSOR S	683.5	90.3	583	92.5	310	0.0	0	93.1	440	0.0	0	101.4	198
	YORK CITY S	478.5	90.5	363	94.9	128	0.0	0	92.0	310	0.0	0	94.5	48
—	YORK REG S	984.7	124.2	203	83.6	154	0.0	0	93.9	320	0.0	0	102.7	227

PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE

AGREEMENT TYPE	BOARD NAME	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
	MUSKOKA S	15.4	15.9	0.0	14.0
	NIAGARA SOUTH	14.5	14.6	0.0	14.4
	NIP-RED ROCK S	13.0	11.5	0.0	23.1
	NIPISSING S	16.5	16.0	0.0	16.4
	NORFOLK CTY S	14.1	20.0	0.0	20.1
	NORTH SHORE S	23.7	21.5	0.0	22.4
	NORTHUMBERLAND	23.9	20.9	0.0	21.3
	NORTH YORK S	25.9	25.1	0.0	26.7
	OTTAWA S	21.7	22.2	0.0	20.3
	OXFORD CTY S	20.1	20.1	0.0	23.3
	PEEL S	24.3	24.9	0.0	24.7
	PERTH S	15.1	9.7	0.0	0.0
	PETERBOROUGH S	14.2	14.4	0.0	15.0
	PRES.RUSSELL S	19.7	20.6	0.0	21.2
	PRINCE EDWARD	17.5	17.5	0.0	19.4
	RED LAKE S	18.2	13.3	0.0	23.5
	RENFREW CTY S	16.2	16.8	0.0	19.7
	S.STE.MARIE S	16.9	15.1	0.0	15.5
	SCARBOROUGH S	25.4	23.5	0.0	25.7
	SIMCOE CTY S	18.7	19.1	0.0	19.0
	S,D,GLENGARRY	20.7	18.5	0.0	18.8
	SUDBURY S	15.2	15.4	0.0	14.5
	TIMISKAMING S	17.6	19.1	0.0	14.3
	TIMMINS S	17.7	19.2	0.0	20.2
	TORONTO S	33.0	30.0	0.0	31.7
	VICTORIA S	13.3	12.9	0.0	18.1
	WATERLOO CTY S	17.7	17.2	0.0	19.6
	WELLINGTON S	18.5	19.2	0.0	19.4
	WENTWORTH CTY	18.0	25.7	0.0	25.3
	W.PARRY SOUND	11.1	22.4	0.0	23.0
	WINDSOR S	17.0	16.9	0.0	17.0
	YORK CITY S	27.9	28.6	0.0	30.2
—	YORK REG S	17.7	24.5	0.0	24.9

OF CASES 76

Education Relations Commission

Numéro 33
(révisé)

Statistiques sur les rémunérations: 1982-83

novembre, 1983

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
RC35												
	BRANT R	184.0	29243	9.11	5.15	0.0	0	10.0	44000	694	676	31373
	BRUCE R	186.8	28007	8.12	5.08	73.0	2362	0.0	0	836	923	30689
	CARLETON R	855.9	30288	10.11	4.75	210.0	1041	61.0	46500	936	841	33382
	C.IROQ.FALLS R	94.0	26576	10.28	3.85	11.0	3714	0.0	0	767	890	28667
	DRYDEN R	26.0	32812	10.04	5.15	10.0	2140	0.0	0	958	992	35585
	DUFFERIN R	1758.0	29347	6.14	5.14	213.0	2121	69.0	47106	893	929	32087
	DURHAM R	467.9	28791	9.64	4.20	119.0	1007	28.0	45810	794	1038	31826
	ELGIN R	75.6	29070	10.89	4.77	16.5	3082	0.0	0	850	875	31468
	ESSEX CTY R	490.1	31559	10.47	5.30	121.0	996	27.0	41647	1292	845	34456
	FT.FRA-RAINY R	31.5	30860	10.98	4.62	4.0	6163	0.0	0	1014	1067	33723
	FRONTENAC C R	230.9	30624	10.47	4.93	29.0	3814	0.0	0	708	899	32710
	GERALDTON R	45.7	28748	7.85	4.98	13.2	3297	0.0	0	775	1063	31538
	HALDIMAND R	112.8	28569	9.84	4.44	15.0	1002	13.0	43209	871	987	32859
	HALTON R	477.4	29260	8.83	4.96	98.1	1456	27.0	46536	552	849	31868
	HAMILTON R	1037.2	30956	10.05	4.97	291.1	1292	66.6	45832	826	965	34059
	HASTINGS R	208.8	28371	9.98	4.48	63.0	1787	0.0	0	608	883	30481
	HEARST R	68.5	28665	10.97	4.26	7.7	3836	0.0	0	1137	864	31098
	HURON-PERTH	135.8	29875	10.53	4.46	22.0	5979	0.0	0	724	932	32499
	KAPUSKASING R	128.8	30734	12.88	4.44	43.0	2207	0.0	0	1212	839	33526
	KENORA R	54.5	29684	10.51	4.91	94.5	1241	0.0	0	746	866	33447
	KENT CTY R	275.9	29830	10.41	4.93	56.9	4068	0.0	0	888	928	32476
	KIRKLAND LAKE	85.5	29975	10.34	4.80	28.5	3394	1.0	26426	1070	981	32798
	LAKEHEAD R	323.5	33586	10.43	5.49	28.5	2061	25.0	45042	817	885	36283
	LAMBTON R	324.8	29296	8.05	5.29	80.8	2741	0.0	0	828	803	31609
	LAN,LEEDS,GREN	159.9	27878	10.17	4.27	12.7	7748	0.0	0	639	815	29947
	LINCOLN R	366.8	31863	11.32	4.77	135.0	2361	0.0	0	1134	879	34745
	LONDON,MIDDLE	462.9	31161	10.56	5.25	119.0	3493	0.0	0	807	929	33795
	METRO SEP R	4660.8	31177	8.57	5.20	1470.6	922	304.8	46863	884	862	34160
	MICHIPICOTEN R	37.5	26346	7.81	4.25	8.0	2913	0.0	0	786	865	28618
	NIPISSING R	398.9	31359	12.09	4.63	119.0	2152	0.0	0	893	869	33763
	NORTH SHORE R	205.5	29305	8.95	4.56	57.0	2456	0.0	0	1066	865	31917
	NORTH OF SUP.R	71.6	27654	8.47	4.36	13.2	2701	0.0	0	866	980	29998
	OTTAWA R	808.7	31889	12.54	4.63	211.5	3160	0.0	0	504	859	34078
	OXFORD R	98.7	29388	10.71	4.51	36.5	2608	0.0	0	979	891	32222
	PETEFBOROUGH R	303.6	29342	10.78	4.37	74.0	3167	2.0	49120	864	943	32045
	PRES.RUSSELLR	353.0	30241	11.89	4.50	84.7	2249	0.0	0	805	1072	32657
	RENFREW R	260.4	31590	11.80	4.64	95.9	1984	0.0	0	732	994	34037
	S.STE.MARIE R	356.4	30937	10.85	5.24	140.8	2469	0.0	0	1511	774	34192
	SIMCOE R	327.0	29884	9.50	4.94	45.6	5169	.5	16146	902	975	32460
	S.D,GLENGARRY	439.7	29580	9.56	4.12	162.1	2245	0.0	0	894	762	32064
	SUDSURY R	1025.6	30728	11.36	4.18	279.5	3048	8.0	30745	866	797	33216
	TIMISKAMING R	103.5	28110	10.57	4.17	24.0	2267	0.0	0	617	946	30199

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OVERVIEW <PAGE 1 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	NO. OF ON-GRID STAFF	AVERAGE ON-GRID SALARY	AVG. YRS. EXP.	AVG. CAT. PLCT	NO. OF ALLOWANCE PAYMENTS	AVERAGE ALLOWANCE RECEIVED	NO. OF OFF-GRID STAFF	AVERAGE OFF-GRID SALARY	AVERAGE EXPENDITURE INSURED BENEFITS	AVERAGE* EXPENDITURE OTHER BENEFITS	AVERAGE* OVERALL STAFF COMPENSATION
	TIMMINS R	273.2	28520	10.96	4.11	98.8	2273	1.8	6669	836	892	38930
	WATERLOO R	750.7	31922	10.37	5.23	205.4	3187	0.0	0	682	938	34414
	WELLAND R	530.5	33397	12.13	5.32	54.2	5539	0.0	0	700	693	35435
	WELLINGTON R	264.6	29362	9.16	5.19	77.8	3054	0.0	0	569	868	31687
	WINDSOR R	781.5	32851	10.67	5.33	43.0	2369	42.0	46896	914	864	35469
	YORK REGION	661.3	29079	7.53	5.29	72.3	2157	36.8	45910	708	895	31774
# OF CASES	48											
	SUMMARY	21380.6	30596	9.6	4.9	5279.0	1993	721.9	46021	853	881	33313

* SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE FOR PREVIOUS YEARS RETIREMENT GRATUITY AND SEVERANCE IS NOT INCLUDED.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING* NO.	COST OF LIVING* AVG.$	OTHER NO.	OTHER AVG.$
RCSS																	
	BRANT R	0.0	0	1.0	5350	33.0	2195	0.0	0	15.0	730	1.0	500	0.0	0	7.0	230
	BRUCE R	10.0	9568	3.0	5161	17.0	1317	43.0	904	0.0	0	0.0	0	0.0	0	0.0	0
	CARLETON R	0.0	0	16.0	3095	98.0	919	0.0	0	0.0	0	96.0	824	0.0	0	0.0	0
	C.IROQ.FALLS R	6.0	4601	2.0	5125	2.0	1000	0.0	0	0.0	0	1.0	1000	0.0	0	0.0	0
	DRYDEN R	2.0	7500	2.0	800	4.0	800	0.0	0	0.0	0	2.0	800	0.0	0	0.0	0
	DUFFERIN R	0.0	0	40.0	4500	111.0	2152	0.0	0	0.0	0	19.0	684	0.0	0	43.0	461
	DURHAM R	0.0	0	11.0	3981	16.0	2433	0.0	0	0.0	0	45.0	473	0.0	0	47.0	336
	ELGIN R	4.5	7549	2.0	3397	5.5	515	0.0	0	1.0	400	2.5	2504	0.0	0	1.0	600
	ESSEX CTY R	0.0	0	10.0	2995	35.0	1317	47.0	636	29.0	500	0.0	0	0.0	0	0.0	0
	FT.FRA-RAINY R	4.0	6163	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	FRONTENAC C R	15.0	5817	3.0	2775	8.0	865	0.0	0	0.0	0	1.0	2700	0.0	0	2.0	2700
	GERALDTON R	5.0	6589	0.0	0	4.2	2137	0.0	0	4.0	400	0.0	0	0.0	0	0.0	0
	HALDIMAND R	0.0	0	2.0	3104	13.0	679	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALTON R	0.0	0	8.0	3938	11.6	3597	0.0	0	25.0	400	16.5	600	0.0	0	37.0	1344
	HAMILTON R	0.0	0	15.0	3488	76.4	2010	40.1	1007	42.3	563	99.8	927	0.0	0	17.5	767
	HASTINGS R	18.0	4317	0.0	0	0.0	0	0.0	0	0.0	0	2.0	2825	0.0	0	43.0	679
	HEARST R	5.0	4600	.5	5000	2.2	1836	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON-PERTH	19.0	6281	0.0	0	3.0	4072	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KAPUSKASING R	9.0	5967	5.0	3502	3.0	2550	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KENORA R	4.0	5325	1.0	2100	9.0	1756	0.0	0	0.0	0	0.0	0	0.0	0	26.0	617
	KENT CTY R	24.0	7230	1.0	2937	12.0	2518	19.9	1248	0.0	0	0.0	0	54.5	1276	26.0	455
	KIRKLAND LAKE	8.0	5661	2.0	3446	7.0	1914	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LAKEHEAD R	0.0	0	3.5	4286	9.0	4389	0.0	0	0.0	0	0.0	0	0.0	0	3.5	1143
	LAMBTON R	19.0	5262	14.0	2703	16.2	2206	22.6	1680	0.0	0	9.0	1100	0.0	0	16.0	300
	LAN,LEEDS,GREN	8.4	10048	1.3	5612	1.0	3359	0.0	0	0.0	0	2.0	1669	0.0	0	0.0	0
	LINCOLN R	26.0	6906	8.0	2850	16.0	3238	14.0	407	9.0	720	43.0	985	0.0	0	19.0	528
	LONDON,MIDDLE	32.0	7490	9.0	3370	52.0	2370	2.0	443	8.0	450	16.0	1125	0.0	0	0.0	0
	METRO SEP R	0.0	0	0.0	0	394.5	1295	0.0	0	487.2	790	514.3	836	0.0	0	74.6	403
	MICHIPICOTEN R	3.0	6083	3.0	1000	0.0	0	1.0	550	0.0	0	0.0	0	0.0	0	1.0	1500
	NIPISSING R	29.0	5928	3.0	3717	48.0	911	0.0	0	0.0	0	39.0	752	0.0	0	0.0	0
	NORTH SHORE R	11.0	7734	5.0	4196	18.0	1355	0.0	0	0.0	0	23.0	415	0.0	0	0.0	0
	NORTH OF SUP.R	4.9	5000	1.3	3654	2.0	1700	0.0	0	0.0	0	0.0	0	0.0	0	5.0	600
	OTTAWA R	47.5	9358	2.5	8094	84.5	1616	0.0	0	0.0	0	77.0	871	0.0	0	0.0	0
	OXFORD R	10.0	7118	0.0	0	14.0	1173	0.0	0	0.0	0	9.5	737	2.0	200	1.0	200
	PETERBOROUGH R	17.0	6624	23.0	2650	28.0	2057	2.0	600	4.0	500	0.0	0	0.0	0	0.0	0
	PRES.RUSSELLR	25.1	5478	3.6	2962	31.0	1101	0.0	0	0.0	0	25.0	327	0.0	0	0.0	0
	RENFREW R	25.0	4745	4.0	3804	8.8	3296	36.1	649	0.0	0	0.0	0	0.0	0	22.0	182
	S.STE.MARIE R	28.0	5982	23.0	3118	52.0	1124	0.0	0	0.0	0	37.0	1299	0.0	0	0.0	0
	SIMCOE R	26.0	7923	1.0	2000	4.5	1689	0.0	0	8.0	600	6.1	2508	0.0	0	0.0	0
	S,D,GLENGARRY	40.0	5778	3.0	4500	21.4	3152	0.0	0	0.0	0	57.7	639	0.0	0	40.0	375
	SUDBURY R	77.0	7249	15.0	3090	115.5	1466	0.0	0	0.0	0	72.0	1082	0.0	0	0.0	0
	TIMISKAMING R	7.0	5398	.5	6964	2.0	1450	14.5	706	0.0	0	0.0	0	0.0	0	0.0	0

* TO INCLUDE LUMP SUM PAYMENTS

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1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING* NO.	COST OF LIVING* AVG.$	OTHER NO.	OTHER AVG.$
	TIMMINS R	18.0	7141	2.5	5151	26.0	1565	0.0	0	0.0	0	13.5	1609	0.0	0	38.0	499
	WATERLOO R	49.0	7401	11.0	4369	70.0	2326	4.0	1500	0.0	0	71.4	1051	0.0	0	0.0	0
	WELLAND R	40.0	6671	3.0	3460	9.2	2260	2.0	1100	0.0	0	0.0	0	0.0	0	0.0	0
	WELLINGTON R	21.0	6534	3.0	6788	37.0	1772	4.0	650	12.0	785	0.0	0	0.0	0	0.0	0
	WINDSOR R	0.0	0	10.0	2470	33.0	2338	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	YORK REGION	0.0	0	9.3	4245	26.0	2879	0.0	0	26.0	500	11.0	2600	0.0	0	0.0	0
# OF CASES	48																
	SUMMARY	697.4	6760	287.0	3575	1590.5	1683	252.2	892	670.5	724	1312.3	885	56.5	1238	469.6	543

* TO INCLUDE LUMP SUM PAYMENTS

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AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	RESPONSIBILITY NO.	RESPONSIBILITY AVG.$	RELATED AND PART-YEAR NO.	RELATED AND PART-YEAR AVG$	DEGREE NO.	DEGREE AVG.$	SPECIAL EDUCATION NO.	SPECIAL EDUCATION AVG.$	COST OF LIVING* NO.	COST OF LIVING* AVG.$	OTHER NO.	OTHER AVG.$
RCSS																	
	BRANT R	0.0	0	1.0	5350	33.0	2195	0.0	0	15.0	730	1.0	500	0.0	0	7.0	230
	BRUCE R	10.0	9568	3.0	5161	17.0	1317	43.0	904	0.0	0	0.0	0	0.0	0	0.0	0
	CARLETON R	0.0	0	16.0	3095	98.0	919	0.0	0	0.0	0	96.0	824	0.0	0	0.0	0
	C.IROQ.FALLS R	6.0	4601	2.0	5125	2.0	1000	0.0	0	0.0	0	1.0	1000	0.0	0	0.0	0
	DRYDEN R	2.0	7500	2.0	800	4.0	800	0.0	0	0.0	0	2.0	800	0.0	0	0.0	0
	DUFFERIN R	0.0	0	40.0	4500	111.0	2152	0.0	0	0.0	0	19.0	684	0.0	0	43.0	461
	DURHAM R	0.0	0	11.0	3981	16.0	2433	0.0	0	0.0	0	45.0	473	0.0	0	47.0	336
	ELGIN R	4.5	7549	2.0	3397	5.5	515	0.0	0	1.0	400	2.5	2504	0.0	0	1.0	600
	ESSEX CTY R	0.0	0	10.0	2995	35.0	1317	47.0	638	29.0	500	0.0	0	0.0	0	0.0	0
	FT.FRA-RAINY R	4.0	6163	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	FRONTENAC C R	15.0	5817	3.0	2775	8.0	865	0.0	0	0.0	0	1.0	2700	0.0	0	2.0	2700
	GERALDTON R	5.0	6589	0.0	0	4.2	2137	0.0	0	4.0	400	0.0	0	0.0	0	0.0	0
	HALDIMAND R	0.0	0	2.0	3104	13.0	679	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALTON R	0.0	0	8.0	3938	11.6	3597	0.0	0	25.0	400	16.5	600	0.0	0	37.0	1344
	HAMILTON R	0.0	0	15.0	3488	76.4	2010	40.1	1007	42.3	563	99.8	927	0.0	0	17.5	767
	HASTINGS R	18.0	4317	0.0	0	0.0	0	0.0	0	0.0	0	2.0	2825	0.0	0	43.0	679
	HEARST R	5.0	4600	.5	5000	2.2	1836	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON-PERTH	19.0	6281	0.0	0	3.0	4072	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KAPUSKASING R	9.0	5967	5.0	3502	3.0	2550	0.0	0	0.0	0	0.0	0	0.0	0	26.0	617
	KENORA R	4.0	5325	1.0	2100	9.0	1756	0.0	0	0.0	0	0.0	0	54.5	1276	26.0	455
	KENT CTY R	24.0	7230	1.0	2937	12.0	2518	19.9	1248	0.0	0	0.0	0	0.0	0	0.0	0
	KIRKLAND LAKE	8.0	5661	2.0	3446	7.0	1914	0.0	0	0.0	0	0.0	0	0.0	0	3.5	1143
	LAKEHEAD R	0.0	0	3.5	4286	9.0	4389	0.0	0	0.0	0	0.0	0	0.0	0	16.0	300
	LAMBTON R	19.0	5262	14.0	2703	16.2	2206	22.6	1600	0.0	0	9.0	1100	0.0	0	0.0	0
	LAN,LEEDS,GREN	8.4	10048	1.3	5612	1.0	3359	0.0	0	0.0	0	2.0	1669	0.0	0	0.0	0
	LINCOLN R	26.0	6906	8.0	2850	16.0	3238	14.0	407	9.0	720	43.0	985	0.0	0	19.0	528
	LONDON,MIDDLE	32.0	7490	9.0	3370	52.0	2370	2.0	443	8.0	450	16.0	1125	0.0	0	0.0	0
	METRO SEP R	0.0	0	0.0	0	394.5	1295	0.0	0	487.2	790	514.3	836	0.0	0	74.6	403
	MICHIPICOTEN R	3.0	6083	3.0	1000	0.0	0	1.0	550	0.0	0	0.0	0	0.0	0	1.0	1500
	NIPISSING R	29.0	5928	3.0	3717	48.0	911	0.0	0	0.0	0	39.0	752	0.0	0	0.0	0
	NORTH SHORE R	11.0	7734	5.0	4196	18.0	1355	0.0	0	0.0	0	23.0	415	0.0	0	0.0	0
	NORTH OF SUP.R	4.9	5000	1.3	3654	2.0	1700	0.0	0	0.0	0	0.0	0	0.0	0	5.0	600
	OTTAWA R	47.5	9358	2.5	8094	84.5	1616	0.0	0	0.0	0	77.0	871	0.0	0	0.0	0
	OXFORD R	10.0	7118	0.0	0	14.0	1173	0.0	0	0.0	0	9.5	737	2.0	200	1.0	200
	PETERBOROUGH R	17.0	6624	23.0	2650	28.0	2057	2.0	600	4.0	500	0.0	0	0.0	0	0.0	0
	PRES.RUSSELLR	25.1	5478	3.6	2962	31.0	1101	0.0	0	0.0	0	25.0	327	0.0	0	0.0	0
	RENFREW R	25.0	4745	4.0	3804	8.8	3296	36.1	649	0.0	0	0.0	0	0.0	0	22.0	182
	S.STE.MARIE R	28.0	5982	23.0	3118	52.0	1124	0.0	0	0.0	0	37.0	1299	0.0	0	0.0	0
	SIMCOE R	26.0	7923	1.0	2000	4.5	1689	0.0	0	6.0	600	6.1	2508	0.0	0	0.0	0
	S,D,GLENGARRY	40.0	5778	3.0	4500	21.4	3152	0.0	0	0.0	0	57.7	639	0.0	0	40.0	375
	SUDBURY R	77.0	7249	15.0	3090	115.5	1466	0.0	0	0.0	0	72.0	1082	0.0	0	0.0	0
	TIMISKAMING R	7.0	5398	.5	6964	2.0	1450	14.5	706	0.0	0	0.0	0	0.0	0	0.0	0

* TO INCLUDE LUMP SUM PAYMENTS

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: ALLOWANCE DETAIL <PAGE 2 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPES OF ALLOWANCES															
		PRINCIPALS		VICE PRINCIPALS		RESPONSIBILITY		RELATED AND PART-YEAR		DEGREE		SPECIAL EDUCATION		COST OF LIVING*		OTHER	
		NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$	NO.	AVG.$
	TIMMINS R	18.0	7141	2.5	5151	26.0	1565	0.0	0	0.0	0	13.5	1609	0.0	0	38.0	499
	WATERLOO R	49.0	7401	11.0	4369	70.0	2326	4.0	1500	0.0	0	71.4	1051	0.0	0	0.0	0
	WELLAND R	40.0	6671	3.0	3460	9.2	2260	2.0	1100	0.0	0	0.0	0	0.0	0	0.0	0
	WELLINGTON R	21.0	6534	3.0	6788	37.0	1772	4.0	650	12.0	785	0.0	0	0.0	0	0.0	0
	WINDSOR R	0.0	0	10.0	2470	33.0	2338	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	YORK REGION	0.0	0	9.3	4245	26.0	2879	0.0	0	26.0	500	11.0	2600	0.0	0	0.0	0
# OF CASES	48																
	SUMMARY	697.4	6760	287.0	3575	1590.5	1683	252.2	892	670.5	724	1312.3	885	56.5	1238	469.6	543

* TO INCLUDE LUMP SUM PAYMENTS

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPE OF OFF-GRID SALARY: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	TEACHERS OF THR NO.	TEACHERS OF THR AVG.$	COORDINATORS CONSULTANTS NO.	COORDINATORS CONSULTANTS AVG.$	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS NO.	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS AVG.$	OTHER OFF-GRID TEACHERS NO.	OTHER OFF-GRID TEACHERS AVG.$
RCSS													
	BRANT R	10.0	44000	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	BRUCE R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	CARLETON R	54.0	46660	0.0	0	0.0	0	7.0	45266	0.0	0	0.0	0
	C.IROQ.FALLS R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DRYDEN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	DUFFERIN R	66.0	48098	0.0	0	0.0	0	0.0	0	2.0	15590	1.0	44690
	DURHAM R	28.0	45810	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	ELGIN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	ESSEX CTY R	25.0	43959	0.0	0	0.0	0	0.0	0	0.0	0	2.0	12740
	FT.FRA-RAINY R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	FRONTENAC C R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	GEPALDTON R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALDIMAND R	13.0	43209	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HALTON R	27.0	46536	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HAMILTON R	58.6	45820	0.0	0	0.0	0	8.0	45920	0.0	0	0.0	0
	HASTINGS R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HEARST R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	HURON-PERTH	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KAPUSKASING R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KENORA R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KENT CTY R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	KIRKLAND LAKE	0.0	0	0.0	0	1.0	26426	0.0	0	0.0	0	0.0	0
	LAKEHEAD R	23.0	46048	0.0	0	2.0	33477	0.0	0	0.0	0	0.0	0
	LAMBTON R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LAN,LEEDS,GREN	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LINCOLN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	LONDON,MIDDLE	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	METRO SEP R	196.0	49683	93.8	43256	15.0	32574	0.0	0	0.0	0	0.0	0
	MICHIPICOTEN R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NIPISSING R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH SHORE R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	NORTH OF SUP.R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	OTTAWA R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	OXFORD R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	PETERBOROUGH R	1.0	50620	1.0	47620	0.0	0	0.0	0	0.0	0	0.0	0
	PRES.RUSSELLR	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	RENFREW R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	S.STE.MARIE R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	SIMCOE R	0.0	0	0.0	0	0.0	0	0.0	0	.5	16146	0.0	0
	S.D,GLENGARRY	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	SUDBURY R	0.0	0	0.0	0	8.0	30745	0.0	0	0.0	0	0.0	0
	TIMISKAMING R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	TIMMINS R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	1.0	6669
	WATERLOO R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0

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COMPENSATION STATISTICS: OFF-GRID SALARY DETAIL <PAGE 3 OF 5>
1982-1983 AGREEMENT YEAR

AGREEMENT TYPE	BOARD NAME	TYPE OF OFF-GRID SALARY: PRINCIPALS NO.	PRINCIPALS AVG.$	VICE PRINCIPALS NO.	VICE PRINCIPALS AVG.$	TEACHERS OF THR NO.	TEACHERS OF THR AVG.$	COORDINATORS CONSULTANTS NO.	COORDINATORS CONSULTANTS AVG.$	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS NO.	TEACHERS WITH PRE-CATEGORY QUALIFICATIONS AVG.$	OTHER OFF-GRID TEACHERS NO.	OTHER OFF-GRID TEACHERS AVG.$
	WELLAND R	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	WELLINGTON	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	WINDSOR	42.0	46896	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	YORK REG.	35.0	46718	0.0	0	0.0	0	0.0	0	1.0	17602	0.0	0
# OF CASES	48												
SUMMARY		578.6	47479	94.8	43302	26.0	31844	15.0	45615	7.5 (COMBINED)		17826	

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS											PPEVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
		OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
RCSS														
	BRANT R	288	142	0	0	185	0	78	352	56	268	0	43	0
	BRUCE R	0	191	0	0	207	233	205	541	51	330	0	0	0
	CARLETON R	339	101	0	0	209	149	138	503	24	297	17	0	0
	C.IROQ.FALLS R	305	122	0	0	265	0	75	506	67	316	0	122	0
	DRYDEN R	449	121	0	0	274	0	115	596	62	335	0	0	0
	DUFFERIN R	338	73	26	0	266	132	59	500	68	345	15	10	0
	DURHAM R	372	103	0	0	198	0	121	557	46	321	113	0	0
	ELGIN R	415	165	0	0	136	0	134	477	61	337	0	0	0
	ESSEX CTY R	430	36	25	221	305	223	52	498	56	291	0	59	0
	FT.FRA-RAINY R	483	123	58	0	243	0	107	561	101	286	119	794	0
	FRONTENAC C R	358	86	16	0	124	0	124	547	42	310	0	0	0
	GERALDTON R	437	39	29	0	212	0	58	465	72	486	41	36	0
	HALDIMAND R	372	179	0	0	246	0	73	595	76	316	0	0	0
	HALTON R	250	67	0	0	214	0	20	520	0	322	7	0	0
	HAMILTON R	397	16	16	0	173	129	94	558	72	336	0	34	0
	HASTINGS R	299	72	0	0	133	0	105	542	17	324	0	182	0
	HEARST R	485	0	0	194	334	0	124	463	78	316	7	0	0
	HURON-PERTH	393	104	20	0	116	0	91	557	58	317	0	22	0
	KAPUSKASING R	409	183	27	259	212	0	122	472	63	304	0	0	0
	KENORA R	362	54	30	0	66	70	163	494	71	301	0	0	0
	KENT CTY R	403	242	0	0	140	0	95	524	63	341	0	0	0
	KIRKLAND LAKE	339	0	18	84	213	250	166	597	61	308	15	135	0
	LAKEHEAD R	459	55	34	0	171	0	97	499	70	319	0	11	0
	LAMBTON R	341	165	0	0	189	0	134	516	47	240	0	25	0
	LAN,LEEDS,GREN	326	81	0	0	141	0	92	425	71	318	0	0	0
	LINCOLN R	396	44	81	16	229	187	180	529	43	307	0	47	0
	LONDON,MIDDLE	323	105	0	0	212	76	90	517	58	355	0	22	0
	METRO SEP R	443	110	38	0	261	0	33	497	67	299	0	41	0
	MICHIPICOTEN R	246	108	0	0	149	188	94	477	69	306	13	0	0
	NIPISSING R	440	212	34	0	148	0	58	469	65	335	0	40	0
	NORTH SHORE R	333	187	0	0	202	151	114	476	49	339	0	16	0
	NORTH OF SUP.R	353	144	28	0	233	0	108	624	56	300	0	145	0
	OTTAWA R	279	53	13	0	104	0	55	512	28	293	26	227	0
	OXFORD R	328	110	16	0	291	107	127	519	70	302	0	0	0
	PETERBOROUGH R	319	114	0	0	149	127	155	530	70	343	0	201	0
	PRES.RUSSELLR	420	176	0	0	151	0	58	654	62	301	54	38	0
	RENFREW R	354	94	0	0	176	0	107	591	69	324	0	39	0
	S.STE.MARIE R	455	103	0	188	395	188	182	306	82	306	0	20	0
	SIMCOE R	372	100	0	0	359	0	71	528	62	305	0	0	0
	S,D,GLENGARRY	428	156	0	0	234	0	75	396	67	300	0	41	0

* NOT INCLUDED IN AVEPAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT DETAIL <PAGE 4 OF 5>
1982-1983 AGREEMENT YEAR

SCHOOL BOARD DOLLAR EXPENDITURE PER EMPLOYEE

AGREEMENT TYPE	BOARD NAME	INSURED BENEFITS											PREVIOUS YEARS RETIREMENT GRATUITY*	PREVIOUS YEARS SEVERANCE PAYMENT*
		OHIP	EXT. HEALTH	SEMI-PRIVATE	DRUG PLAN	DENTAL PLAN	LONG-TERM DISABILITY	GROUP INSURANCE	UNEMPLOY. INSURANCE	WORKMENS COMP.	CANADA PENSION	OTHER		
	SUDBURY R	343	200	35	0	214	0	74	437	69	291	0	96	0
	TIMISKAMING R	445	136	0	0	0	0	36	589	56	301	0	55	0
	TIMMINS R	318	235	0	0	213	0	71	513	66	312	0	5	0
	WATERLOO R	371	102	0	0	148	0	61	513	90	335	0	19	0
	WELLAND R	339	104	0	0	195	37	104	428	19	246	0	69	0
	WELLINGTON R	325	45	0	0	153	0	46	491	63	313	0	0	0
	WINDSOR R	402	247	0	0	170	0	96	481	59	323	0	0	0
	YORK REGION	310	63	0	0	209	0	125	515	65	315	0	1	0
#CASES	48													
	SUMMARY	375		139		216	44	78	502	59	312	7		
			(COMBINED)											

* NOT INCLUDED IN AVERAGE OVERALL COMPENSATION OR AVERAGE EXPENDITURE OTHER BENEFITS FIGURES ON PAGE 1 OF 5.

EDUCATION RELATIONS COMMISSION
COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			%	$	%	$	%	$	%	$	%	$	%	$	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
RCSS																		
	BRANT R	194.0	60.3	478	75.8	187	0.0	0	97.9	189	0.0	0	97.4	80	51.3	34.7	0.0	26.8
	BRUCE R	186.8	59.4	0	79.2	241	0.0	0	81.9	252	99.0	235	99.0	207	34.2	25.0	0.0	26.1
	CARLETON R	916.9	72.5	467	82.8	122	0.0	0	90.7	230	107.6	138	107.6	129	30.8	29.9	0.0	29.2
	C.IROQ.FALLS R	94.0	61.7	494	59.6	205	0.0	0	63.8	415	80.9	0	97.9	76	36.2	39.3	0.0	38.3
	DRYDEN R	26.0	76.9	583	84.6	143	0.0	0	80.8	339	0.0	0	100.0	115	20.0	22.7	0.0	23.8
	DUFFERIN R	1827.0	72.3	467	77.3	94	0.0	0	83.9	317	102.2	129	88.9	66	39.9	35.8	0.0	34.6
	DURHAM R	495.9	81.1	459	79.5	130	0.0	0	81.7	243	111.7	0	111.9	108	31.1	29.4	0.0	28.4
	ELGIN R	75.6	84.7	491	88.6	186	0.0	0	92.6	147	115.1	0	112.4	119	28.1	26.9	0.0	25.7
	ESSEX CTY R	517.1	56.3	763	0.0	0	62.1	355	66.5	459	94.8	235	94.8	55	23.4	0.0	21.2	19.8
	FT.FRA-RAINY R	31.5	66.7	725	66.7	185	0.0	0	66.7	365	0.0	0	98.4	108	23.8	19.0	0.0	19.0
	FRONTENAC C R	230.9	73.6	486	84.5	102	0.0	0	81.4	152	102.6	0	105.7	118	34.7	31.8	0.0	30.9
	GERALDTON R	45.7	83.2	526	83.2	47	0.0	0	85.3	248	100.7	0	96.3	60	50.0	50.0	0.0	46.2
	HALDIMAND R	125.8	80.3	464	87.4	205	0.0	0	97.8	252	100.2	0	100.2	73	31.7	25.5	0.0	26.5
	HALTON R	504.4	59.7	419	67.4	100	0.0	0	76.5	280	104.7	0	105.1	19	32.6	35.0	0.0	29.8
	HAMILTON R	1103.8	76.8	517	72.8	22	0.0	0	83.7	207	100.1	129	111.1	85	29.1	28.9	0.0	29.8
	HASTINGS R	208.8	78.5	381	81.9	88	0.0	0	83.3	159	0.0	0	100.1	104	37.8	35.1	0.0	39.1
	HEARST R	68.5	64.2	755	0.0	0	64.2	302	65.7	509	0.0	0	100.7	123	38.6	0.0	36.4	35.6
	HURON-PERTH	135.8	80.3	490	92.0	113	0.0	0	100.1	116	100.1	0	100.1	91	32.1	27.2	0.0	25.0
	KAPUSKASING R	128.0	53.1	770	60.2	304	0.0	0	59.4	357	0.0	0	106.3	115	27.9	0.0	0.0	25.0
	KENORA R	54.5	86.2	420	95.4	57	0.0	0	95.4	70	106.4	66	106.4	153	34.0	30.8	0.0	30.8
	KENT CTY R	275.9	71.8	561	78.7	308	0.0	0	76.5	183	0.0	0	105.8	90	28.3	26.3	0.0	27.0
	KIRKLAND LAKE	86.5	64.7	524	0.0	0	65.9	127	71.7	298	104.0	240	104.0	160	33.9	0.0	33.3	29.0
	LAKEHEAD R	348.5	82.4	557	84.6	65	0.0	0	79.5	216	98.1	0	103.9	93	27.9	26.1	0.0	27.1
	LAMBTON R	324.8	45.6	748	50.2	329	0.0	0	50.5	374	90.8	0	105.0	127	58.8	52.8	0.0	56.1
	LAN,LEEDS,GREN	159.9	76.3	427	80.7	101	0.0	0	86.3	163	86.9	0	98.8	93	36.9	32.6	0.0	26.8
	LINCOLN R	366.8	80.2	494	80.7	55	0.0	0	83.7	274	114.8	163	114.8	157	28.6	28.4	0.0	27.4
	LONDON,MIDDLE	462.9	81.9	395	86.6	122	0.0	0	91.4	232	101.7	75	108.9	83	32.7	31.2	0.0	30.0
	METRO SEP R	4964.8	84.2	526	84.1	131	0.0	0	88.7	294	0.0	0	84.2	39	43.0	39.3	0.0	42.4
	MICHIPICOTEN R	37.5	74.7	330	85.3	127	0.0	0	85.3	175	98.7	191	98.7	95	35.7	31.3	0.0	34.4
	NIPISSING R	398.9	62.9	699	69.7	304	0.0	0	66.4	223	110.8	0	102.0	57	26.3	25.2	0.0	22.3
	NORTH SHORE R	205.5	67.6	492	85.2	219	0.0	0	75.4	374	96.8	156	101.2	112	42.4	33.7	0.0	36.8
	NORTH OF SUP.R	71.6	82.4	429	104.7	137	0.0	0	104.7	223	100.6	0	100.6	107	35.6	28.0	0.0	28.0
	OTTAWA R	808.7	66.2	422	58.6	90	0.0	0	91.5	114	107.0	0	107.0	51	41.3	34.2	0.0	30.7
	OXFORD R	98.7	69.9	470	75.0	147	0.0	0	83.1	350	100.3	106	100.3	126	26.1	24.3	0.0	23.2
	PETEPBOROUGH R	305.6	76.6	416	86.4	132	0.0	0	82.1	181	68.1	186	103.1	151	34.2	29.9	0.0	30.3
	PRES.RUSSELLR	353.0	79.0	532	76.5	230	0.0	0	82.7	182	101.1	0	105.7	54	25.1	25.9	0.0	24.7
	RENFREW R	260.4	76.8	461	83.3	113	0.0	0	94.5	187	101.8	0	101.8	105	24.0	21.7	0.0	20.7
	S.STE.MARIE R	356.4	57.0	799	100.7	102	0.0	0	99.0	399	112.8	167	114.5	159	40.4	24.0	0.0	24.4
	SIMCOE R	327.5	74.8	498	73.9	136	0.0	0	87.0	412	72.1	0	95.6	74	29.0	28.5	0.0	26.3
	S.D.GLENGARRY	439.7	76.0	564	81.9	191	0.0	0	83.9	279	87.3	0	97.8	77	18.3	19.2	0.0	18.2
	SUDBURY R	1033.6	67.6	508	87.4	228	0.0	0	84.9	252	101.1	0	107.4	69	21.6	17.6	0.0	17.9
	TIMISKAMING R	103.5	82.1	542	87.9	155	0.0	0	0.0	0	0.0	0	100.5	36	32.9	29.7	0.0	0.0
	TIMMINS R	274.2	65.3	487	81.3	289	0.0	0	76.6	278	70.4	0	103.9	68	28.5	23.3	0.0	22.4

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COMPENSATION STATISTICS: EMPLOYEE BENEFIT PARTICIPATION DETAIL <PAGE 5 OF 5>
1982-1983 AGREEMENT YEAR

PERCENT STAFF PARTICIPATION AND SCHOOL BOARD DOLLAR EXPENDITURE PER PARTICIPANT

AGREEMENT TYPE	BOARD NAME	TOTAL STAFF	OHIP		EXTENDED HEALTH		DRUG PLAN		DENTAL PLAN		LONG-TERM DISABILITY		GROUP INSURANCE		PERCENT OF PARTICIPANTS WITH SINGLE COVERAGE			
			%	$	%	$	%	$	%	$	%	$	%	$	OHIP	EXTENDED HEALTH	DRUG PLAN	DENTAL PLAN
	WATERLOO R	750.7	74.6	497	76.2	134	0.0	0	75.4	197	0.0	0	109.6	56	28.2	30.6	0.0	29.5
	WELLAND R	530.5	73.1	464	75.6	138	0.0	0	84.8	230	36.8	101	99.8	105	27.6	28.4	0.0	28.2
	WELLINGTON R	264.6	74.1	438	77.5	58	0.0	0	76.0	201	102.4	0	103.6	44	31.1	29.8	0.0	30.3
	WINDSOR R	823.5	73.5	547	83.2	297	0.0	0	81.6	208	79.8	0	103.5	93	33.1	29.2	0.0	30.4
	YORK REGION	697.3	73.7	421	78.3	81	0.0	0	82.3	254	92.6	0	108.3	116	39.7	39.2	0.0	37.1

OF CASES 48

POOR

QUALITY

ORIGINAL